

December 10, 2019

Dear Member of Congress:

On behalf of the National Active and Retired Federal Employees Association (NARFE), I urge you to support the conference agreement on the Fiscal Year 2020 National Defense Authorization Act (NDAA), S. 1790. This legislation contains provisions that strengthen the federal government's ability to serve the nation. Specifically, the NDAA contains three provisions supported by NARFE: providing federal workers with 12 weeks of paid parental leave, blocking the administration's proposed reorganization of the Office of Personnel Management (OPM) and studying alternatives to improve OPM operations, and extending federal agencies' authority to rehire federal annuitants.

The federal workforce faces a retirement wave coupled with stiff competition for top talent. Offering paid parental leave not only reflects the value we place on family; it improves the government's ability to recruit and retain a high-performing workforce to best serve the American people. All of America's top 20 companies provide some amount of parental leave and it is past time the federal government does the same.¹

Additionally, the inclusion of language to block the elimination of OPM demonstrates strong bipartisan concern for the plan and reinforces Congress' role in authorizing government reorganizations. This provision recognizes that OPM is not without its challenges and makes it known that a serious effort must be taken to improve operations to better serve our nation and the federal workforce. NARFE strongly supports the language to allow for a full-scale report of OPM's challenges, which will, in turn, allow Congress to make informed decisions about the agency.

Finally, the NDAA continues federal agencies' ability to rehire federal retirees part-time without offset to their annuities. This waiver authority will help mitigate the loss of federal employees and ensure that the government can function effectively as it trains its future federal managers.

For these reasons, I urge you to support the conference agreement on the FY20 NDAA. Thank you for your consideration of our views. If you have any questions or comments, please contact NARFE's Staff Vice President of Policy and Programs Jessica Klement at 571-483-1264 or jklement@narfe.org.

Sincerely,



Ken Thomas
National President

¹ Miller, Claire Cain. "Lowe's Joins Other Big Employers in Offering Paid Parental Leave," *NY Times*, February 1, 2018, www.nytimes.com/2018/02/01/upshot/lowes-joins-other-big-employers-in-offering-paid-parental-leave.html.