



September 24, 2019

United States Senate
Washington, DC 20510

Re: Support for Schatz Motion to Instruct (Family Leave Provisions in the FY20 NDAA)

Dear Senator:

On behalf of the more than four million active and retired federal employees represented through the undersigned member organizations of the Federal-Postal Coalition, we write to express our support for Senator Schatz's motion to instruct the Senate conferees on S. 1790, the National Defense Authorization Act (NDAA) for Fiscal Year 2020, when it is considered by the Senate this week. The motion would direct the conferees to insist upon the inclusion in the final conference agreement the House-passed NDAA's provisions to provide paid family leave to federal workers.

These provisions include the language of the Federal Employee Paid Leave Act (H.R. 1534, S. 1174), which grants 12 weeks of paid parental leave in connection with the birth, adoption or foster placement of a new child; allows for up to 12 weeks of paid family leave to care for an immediate family member with a serious medical condition; provides employees with 12 weeks of paid leave if they are unable to work due to a serious medical condition; and provides up to 12 weeks of paid leave for other purposes that qualify for unpaid leave under the Family and Medical Leave Act (FMLA), including for certain military, caregiving and leave purposes.

Paid family leave for government employees will benefit the government, the nation and the workforce. The policy will ensure that the Federal Government remains competitive in hiring and allows employees to care for themselves and their loved ones without sacrificing financial security. The policy also will advance national security through the recruitment and retention of capable professionals in our civilian DOD workforce, an important consideration in competing with the private sector for top talent.

Other federal agencies will benefit as well, through the improvement of their capacity to recruit and retain younger talent, with younger workers increasingly becoming a larger portion of the overall federal workforce. Data reveal that federally employed women of childbearing age are more likely to quit federal employment than men of the same age. Studies also have shown that when workers have access to paid leave, their turnover declines and their loyalty to their employer increases. Prior increases in federal worker satisfaction with family friendly policies have reduced turnover intention by 37.5 percent. The inclusion of the House family leave provisions in the final NDAA will likely generate similar results in the federal workforce now and in the future.

Finally, the inclusion of the family leave provisions in the NDAA will have modest budgetary consequences. Providing paid leave for federal employees will save the government at least \$50 million annually in turnover and replacement costs, according to a 2019 study by the Institute for Women's Policy. Furthermore, the pay-for provisions of the NDAA will help to ensure that this proposal does not contribute to the budget deficit.

For these reasons, I urge you to vote for Senator Schatz's motion to instruct the Senate conferees on S. 1790, the National Defense Authorization Act (NDAA) for Fiscal Year 2020, when it is considered by the Senate this week.

Thank you for your consideration of these comments. Should you have any questions or to discuss further, please contact FPC co-chairs John Hatton (jhatton@narfe.org) or Kori Blalock Keller (kbkeller@nalc.org).

Sincerely yours,

American Federation of Government Employees
American Federation of State, County and Municipal Employees
American Foreign Service Association
American Postal Workers Union
FAA Managers Association
Federal Law Enforcement Officers Association
Federal Managers Association
International Association of Fire Fighters
International Federation of Professional and Technical Engineers
National Air Traffic Controllers Association
National Active and Retired Federal Employees Association
National Association of Assistant United States Attorneys
National Association of Letter Carriers
National Association of Postal Supervisors
National Council of Social Security Management Associations
National Federation of Federal Employees
National Treasury Employees Union
National Weather Service Employees Organization
Patent Office Professional Association
Professional Aviation Safety Specialists
Professional Managers Association
Senior Executives Association