



## PROFESSIONAL MANAGERS ASSOCIATION

*An Association for Federal Managers and Management Officials*

P.O. Box 77235 • Washington, D.C. • 20013 • 202-874-0126 • [www.promanager.org](http://www.promanager.org)

October 21, 2020

The Honorable Derek Kilmer  
U.S. House of Representatives  
1410 Longworth House Office Building  
Washington, DC 20515

The Honorable Mazie K. Hirono  
U.S. Senate  
713 Hart Senate Office Building  
Washington, DC 20510

Re: Federal Worker Leave Fairness Act (H.R. 8457 and S. 4777)

Dear Representative Kilmer and Senator Hirono:

On behalf of the Professional Managers Association – the non-profit professional association that has, since 1981, represented professional managers, management officials, and non-bargaining unit employees at the Internal Revenue Service (IRS) – I write to express our support of the Federal Worker Leave Fairness Act, which would allow all federal workers to carry over any accrued leave in excess of the current 240-hour limit. As IRS employees work to provide essential taxpayer services through the coronavirus responses, we appreciate your leadership on this important issue.

Since the coronavirus pandemic began, IRS employees have played a critical role in providing relief to the American people, most notably through the deliverance of economic impact payments to millions of Americans. Despite reduced funding levels and human capital challenges, IRS employees have worked tirelessly through atypical conditions to continue fulfilling their mission.

Many employees have been required to work onsite to provide taxpayer services but have not been deemed essential as defined by the Office of Personnel Management (OPM) in their interim rule, Scheduling of Annual Leave by Employees Determined Necessary to Respond to Certain National Emergencies on August 10, 2020. While these employees may be encouraged to take leave, they often face realistic barriers to doing so such as providing a critical government service for taxpayers, the need to limit exposure to COVID-19, or following state and local restrictions to limit the spread of the virus.

The Federal Worker Leave Fairness Act would provide much-needed relief for federal workers who have continued to serve taxpayers during these unprecedented times. For employees faced with the impossible decision of choosing between public service and their health, this legislation provides a realistic solution to ensure these dedicated individuals are able to retain the accrued leave they have earned.



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For IRS managers, this legislation also serves as a valuable management to ensure employees are not penalized for remaining in the office during this, or any future, national pandemic.

Thank you for considering PMA's perspective. Please contact PMA's Washington Representative Natalia Castro ([ncaastro@shawbransford.com](mailto:ncaastro@shawbransford.com)) if you wish to further discuss PMA's views on this subject.

Sincerely,

Chad Hooper  
President  
Professional Managers Association

CC: Representative Jennifer Wexton; Representative Don Beyer; Representative Ed Case; Representative Gerald Connolly; Senator Sherrod Brown; Senator Patty Murray; Senator Bernie Sanders; Senator Tammy Duckworth; Senator Brian Schatz; Senator Ben Cardin; and Senator Elizabeth Warren