



December 2, 2010

Dear Representative:

As President of the National Treasury Employees Union, with over 150,000 federal employees across 31 agencies, I am writing to urge your opposition to the President's proposed freeze on federal civilian pay for 2011 and 2012.

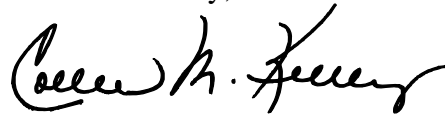
President Obama's FY 2011 budget proposed a modest 1.4% increase. It is based on the Employment Cost Index (ECI) which measures private sector wage increases. It would be a small step towards closing the now 24 percent pay gap with the private sector, and barely offset the 7.2 percent average health care premium increase federal workers will pay.

On September 1, the President reaffirmed his budget request by not using his emergency authority under the Federal Employees Pay Comparability Act of 1990 (*FEPCA, PL 101-509*) to freeze or change the basic pay portion of the raise. FEPCA requires basic pay to be set at one-half percent less than the Employment Cost Index (ECI), as measured by the Bureau of Labor statistics — currently 1.4 percent— unless the President acts. By not acting, under existing law, a .9 percent raise is scheduled to go into effect in January. While a .5 percent locality adjustment was anticipated as part of his original 1.4 percent proposal, the President also changed direction and used emergency authority under FEPCA on November 30th to freeze the locality portion of the pay raise.

In addition to breaking the longstanding principle of pay parity between the military and federal civilian employees—one that the President embraced in his budget—the pay freeze reaches to those who carry on the important work of the government. These include Customs and Border Protection Officers (CPBOs) who protect our ports of entry; employees who monitor food safety at the Food and Drug Administration; processing, claims and appeals representatives who deal with the elderly and disabled at the Social Security Administration; Environmental Protection Agency scientists who help protect our environment; Treasury and IRS personnel who administer tax law, and, many others. Freezing wages over the next two years will not serve the interests of the taxpayers and will cost us more in reduced services, and lost talent from those who choose to retire, just when the government needs them more than ever.

NTEU urges you to oppose the 2011 pay freeze for federal civilian employees if it is considered during the lame duck session. The 2012 pay freeze proposal should be considered in the 2012 budget process.

Sincerely,

A handwritten signature in black ink, reading "Colleen M. Kelley". The signature is written in a cursive style with a large initial "C" and a long, sweeping tail.

Colleen M. Kelley
National President