



# INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS AFL-CIO & CLC

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April 29, 2025

Hon. James Comer  
Chairman  
Committee on Oversight  
and Government Reform  
U.S. House of Representatives  
2157 Rayburn House Office Building  
Washington, D.C. 20515

Hon. Gerald E. Connolly  
Ranking Member  
Committee on Oversight  
and Government Reform  
U.S. House of Representatives  
2157 Rayburn House Office Building  
Washington, D.C. 20515

Dear Chairman Comer and Ranking Member Connolly:

As the executive officers of the International Federation of Professional and Technical Engineers (IFPTE), a labor union representing upwards of 90,000 working people in the federal government, state and local government, and the private sector, including 34,000 federal employees across several agencies, we write to you to share our opposition to the Committee Print for the Budget Reconciliation bill and we request, in the strongest terms possible, that the Committee not advance this legislative text.

When considered alongside the Trump Administration's directives to dismantle Congressionally-funded agency offices, government functions, and public services, and the intentionally demoralizing and hostile policies that the federal workforce is being subjected to, it's highly likely that the Committee Print proposals will trigger an exodus of experienced and skilled federal workers and hollow out agencies that provide those essential services and functions to the American people. Make no mistake – if enacted, these cuts to federal benefits and the dismantling of the merit-based civil service will not only hurt federal workers. They will interrupt the delivery of essential services, hurting Americans in every state and Congressional District, and facilitating government corruption and politicization of government services.

We vehemently oppose the changes in the Committee Print to the Federal Employee Retirement System (FERS). The proposal to increase the FERS contribution rate to 4.4% of pay for those employees at lower tiers is effectively a pay cut. Just last November, the Federal Salary Council calculated that federal pay lags behind nonfederal pay by 24.7%. Further, changing the basis of FERS annuities from the current highest three years of salary to the highest five years will cost FERS participants thousands of dollars per year, break a promise to federal workers, and upend their retirement planning. Eliminating the FERS supplement will only make it harder for federal employees who have the years of service to retire early or those who retired early to help colleagues in the federal government avoid reductions-in-force. While federal employee pay has been noncompetitive with the private sector for decades, the combination of federal pay and federal employee benefits helps the federal government attract, recruit, and retain talented and dedicated federal employees through its merit-based hiring process. That will no longer be the case if these provisions are enacted.

The recklessness of these proposals becomes even more startling when considering the sections of the Committee Print that charge federal workers for accessing the Merit System Protection Board (MSPB) and force all newly hired federal employees to either pay an additional 5% contribution to FERS to maintain merit protections for their job. Making new hires choose to forfeit the merit protections or keep their merit protections and lose 5% of pay is, at best, deeply misguided, and, at worst, ill-intended extortion. The Committee Leadership and every Member of the Committee who votes to advance these provisions must understand that they are voting to dismantle the core merit system principles that protect the public. Merit system rights are not merely protections for federal workers, they protect Americans by providing accountable and professional management of government and a professional, nonpartisan, merit-based civil service that works for the American public, not partisan causes and not corrupt private interests.

All together, these proposals are estimated to save \$51.6 billion over 10 years. If enacted, the actual cost in lost expertise, loss of ability to recruit and retain qualified workers, and the loss of a merit-based, nonpartisan government will extend throughout the whole federal government and take years to rectify. It will be Americans who pay the cost when, not if, government services and functions that keep Americans safe, support economic prosperity, provide for our national security, and uphold our standard of living are degraded.

For all these reasons, we urge you not to advance this Committee Print. We thank you for considering our request, and we hope you understand our tone appropriately reflects the danger that the proposals before the House Oversight and Government Reform Committee pose to our government and all those who count on the services and functions our government provides. Should you have any questions, please don't hesitate to contact IFPTE Legislative Director Faraz Khan at [fkhan@ifpte.org](mailto:fkhan@ifpte.org) or 202-239-4992.

Sincerely,



Matthew S. Biggs  
IFPTE President



Gay Henson  
IFPTE Secretary-Treasurer