



INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS

AFL-CIO & CLC

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December 2, 2025

Dear Representative:

On behalf of the International Federation of Professional and Technical Engineers (IFPTE), representing upwards of 90,000 workers, including tens of thousands of federal employees, we are writing to ask that you oppose the Ensuring a Qualified Civil Service Act (EQUAL ACT) of 2025 (H.R. 5750) and the Official Time Reporting Act of 2025 (H.R. 5749). We also ask that you oppose the Federal Supervisor Education Act of 2025 (H.R. 5810) and the Federal Relocation Payment Improvement Act (bill number forthcoming), as introduced.

We urge you to oppose the EQUALS Act because it is punitive in nature, does nothing to address performance issues, and is silent on addressing the ongoing challenges that management faces in properly evaluating new employees. Under this bill, the one-year probation period would be extended to two years, and the period would not necessarily begin on a federal worker's first day of work. Instead, the period would end two years after the completion of formal training. This is also true for federal jobs that require a license, in which the probationary clock would not start ticking until the license is achieved. In other words, probation for many federal workers under this legislation will be longer than two years. Just four years ago, Congress passed the National Defense Authorization Act (NDAA) for Fiscal Year 2022, which reverted DOD's one-year probationary period and ended the five years of DOD having a two-year probationary period. DOD's extended probationary period never made sense because managers already have the authority to discipline and, if called for, fire employees, but managers need to use their authority, and agencies need to commit to competitive hiring practices. Instead of creating more bureaucracy, as this bill will do, Congress should simply require managers to use the flexibilities they currently have, including during the current one-year probationary period, to retain or release federal employees.

We urge you to oppose the Official Time Reporting Act of 2025 because it is overtly biased towards recording and reporting expenses on the employee representatives' side of the ledger, without any context to measure it by. If this bill were interested in taking a balanced approach to transparency, it would require the recording and reporting of all of management's time, procurement, the number of full-time equivalents of both civil servants and contractors, square footage occupied, and the cost of in-house legal resources for all employee and labor relations activities performed by management. A more honest picture would likely demonstrate that official time is a tiny percentage of the total appropriated resources used to oversee the federal workforce. It will also show that for every employee-elected Union official on one side of the table, there are often two or more management officials and a government lawyer on the other side. This bill's focus on the cost of official time also ignores the significant benefits and efficiencies that result from official time.

We also ask you to oppose the Federal Supervisor Education Act of 2025 and the Federal Relocation Payment Improvement Act. While providing federal supervisors and managers with additional training is a laudable goal, the Federal Supervisor Education Act should be thoughtfully designed. The training must be grounded in merit principles, support competitive hiring, offer resources for performance improvement, and align with existing

civil service statutes. Members of the Committee should improve the legislation and leverage stakeholder perspectives in a bipartisan legislative drafting process. Similarly, we urge the Members of the Committee to make sure the Federal Relocation Payment Improvement Act does not grant agency leadership unchecked authority to hand out lump sum relocation payments and include guardrails to prevent unethical and illegitimate misuse.

Ultimately, we ask Members of this Committee to refrain from creating unnecessary and counterproductive governance through legislation, and instead identify problems and barriers to good governance, provide oversight, and, if needed, craft legislation to advance the goals of our nonpartisan, merit-based, apolitical, and professional civil service.

We thank you for considering our concerns. Should you have any questions, please do not hesitate to contact IFPTE Legislative Director Faraz Khan at fkhan@ifpte.org.

Sincerely,



Matthew S. Biggs
IFPTE President



Gay Henson
IFPTE Secretary-Treasurer

