



February 10, 2017

The Honorable Carolyn Maloney  
2308 Rayburn House Office Building  
Washington, D.C. 20515

The Honorable Barbara Comstock  
229 Cannon House Office Building  
Washington, D.C. 20515

Dear Congresswomen Maloney and Comstock:

The Federal-Postal Coalition, which represents more than two million federal and postal employees across the country, strongly supports your introduction of the Federal Employees Paid Parental Leave Act of 2017, and thanks you for your efforts towards this end. The legislation would provide federal employees six weeks of paid leave in connection with the birth, adoption or foster placement of a child.

This policy is long overdue. The United States is the only developed country in the world that does not require paid parental leave for its civil servants. In the United States, more private-sector employers are voluntarily recognizing the value of this policy. The federal government should join those private-sector leaders, and every other developed nation.

First and foremost, this policy is about the value we place on family and parenting. Giving new parents this modest six weeks to bond with their new child is invaluable. Parents should not be forced to make difficult trade-offs between spending this time with their child, or being able to pay their bills.

But this is also a smart human resource management practice. It has been shown to improve the recruitment and retention of young workers, reducing turnover costs significantly. It also improves employee morale, which increases productivity. This is why major private-sector employers have implemented paid parental leave policies.

It is past time for the federal government to do so as well. Thank you again for leading the effort by introducing the Federal Employees Paid Parental Leave Act of 2017.

Should you require any further information, please contact the Federal-Postal Coalition Chair, Kori Keller at [kbkeller@nalc.org](mailto:kbkeller@nalc.org).

Sincerely,

American Federation of Government Employees (AFGE)  
American Federation of State, County and Municipal Employees (AFSCME)  
American Postal Workers Union (APWU)

Federal Managers Association (FMA)  
International Association of Fire Fighters (IAFF)  
International Brotherhood of Electrical Workers (IBEW)  
International Federation of Professional & Technical Engineers (IFPTE)  
National Active and Retired Federal Employees Association (NARFE)  
National Air Traffic Controllers Association (NATCA)  
National Association of Assistant United States Attorneys (NAAUSA)  
National Association of Government Employees (NAGE)  
National Association of Letter Carriers (NALC)  
National Association of Postal Supervisors (NAPS)  
National Council of Social Security Management Associations (NCSSMA)  
National Federation of Federal Employees (NFFE)  
National Rural Letter Carriers' Association (NRLCA)  
National Treasury Employees Union (NTEU)  
National Weather Service Employees Organization (NWSEO)  
Organization for Professional Employees of the U.S. Dept. of Agriculture (OPEDA)  
Patent Office Professional Association (POPA)  
Professional Aviation Safety Specialists (PASS)  
Professional Managers Association (PMA)  
Senior Executives Association (SEA)  
United Postmasters and Managers of America