

December 5, 2013

Secretary John M. McHugh
Office of the Secretary of the Army
101 Army Pentagon, Room 3E700
Washington, DC 20310-0101

Dear Secretary McHugh,

I am writing on behalf of our federal manager members who work for the Army. A real concern came to our attention recently. It seems they have been informed that while the AFGE union member employees on base would receive Group Award Program (GAP) financial awards per their formal agreement, supervisors and managers would not receive these awards. It is explained that "Because of the financial uncertainty experienced by our government in fiscal year 2013, guidance was issued prohibiting rewarding employees with monetary awards." This is made even more difficult for our manager members since they are responsible for giving these awards to their subordinates, yet they will not be allowed to receive the awards, even as they worked side-by-side with their colleagues.

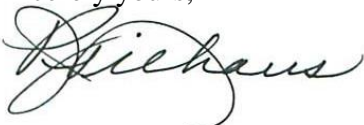
I sincerely request that you reconsider this decision and allow all federal employees who have earned awards to receive them. Army civilian employees, including supervisors and managers, already struggle in their professional lives with ever shrinking budgets while greater demands are placed on them. Managers are on the frontlines trying to mitigate the pain of the sequester and to provide uplifting leadership in the face of plummeting morale.

Army managers and employees have already made tremendous sacrifices for the sake of the national economy. Three years of a federal pay freeze and increases to employee contributions for retirement benefits will save billions of dollars.

The federal government's greatest assets are the men and women who devote themselves to serving the interests of the American public. Thank you for considering this request to reinstate the Group Award Program awards for all employees, not just those under a union agreement. It would go a long way toward reassuring supervisors and managers that we are all fairly playing our part.

Should you have any questions or concerns, please contact Todd Wells, FMA's Executive Director, at twells@fedmanagers.org or (703) 683-8700. Thank you for your consideration of this request.

Sincerely yours,



Patricia J. Niehaus
National President