



September 17, 2014

Chairman Darrell Issa  
Oversight and Government Reform Committee  
2157 Rayburn House Office Building  
Washington, D.C. 20515

Ranking Member Elijah Cummings  
Oversight and Government Reform Committee  
2471 Rayburn House Office Building  
Washington, D.C. 20515

Dear Chairman Issa and Ranking Member Cummings:

On behalf of the nearly five million federal and postal workers and annuitants represented by the national member organizations of the Federal-Postal Coalition, we respectfully urge you vote in favor of the Wounded Warrior Federal Leave Act (H.R. 5229) when it is considered by the Committee today. This bipartisan legislation would provide sick leave up front to first year federal employees who qualify under the Department of Veterans Affairs (VA) as 30 percent disabled or more upon their employment.

As you know, federal employees begin their service with zero sick leave, accumulating four hours of sick leave a pay period, resulting in a maximum of 104 hours at the end of their first year. While this is typically sufficient for most employees, disabled veterans enter federal service facing multiple medical appointments and ongoing treatment necessary for their conditions and also to maintain their VA-Disability rating. Our organizations have seen dedicated men and women exhaust their sick and annual leave for this purpose. By allotting 104 hours of sick leave up front to first year federal employees in their first twelve months of federal employment, these men and women will not have to take leave without pay in order to keep these appointments.

H.R. 5229 includes a use-it-or-lose-it provision, ensuring that unused time would not carry over into the employees' second year. Further, all leave used under this bill must be certified as used toward the employees' service-related injuries. For example, if the disabled veteran needs to take leave to treat the flu or take their child to a pediatrician, they would use regularly accrued sick leave, like all other federal employees.

This legislation would provide a small but helpful head start to our nation's men and women who have already made significant sacrifices while in the military, who then continue to serve their country with the federal government. We respectfully urge you to vote in favor of H.R. 5229 during the committee markup on Wednesday, September 17. If you would like to discuss this further, please contact the Federal-Postal Coalition Chairman, Bruce Moyer, at [bruce@moyergroup.net](mailto:bruce@moyergroup.net). Thank you for your time and consideration of our views.

Sincerely,

American Federation of Government Employees  
American Federation of State, County and Municipal Employees  
American Foreign Service Association  
American Postal Workers' Union  
FAA Managers Association  
Federal Managers Association  
Federally Employed Women  
Laborers International Union of North America  
National Association of Assistant United States Attorneys  
National Association of Federal Veterinarians

National Association of Government Employees  
National Association of Postal Supervisors  
National Association of Postmasters of the U.S.  
National Active and Retired Federal Employees Association  
National Air Traffic Controller Association  
National Council of Social Security Management Associations  
National League of Postmasters  
National Postal Mail Handlers Union  
National Rural Letter Carriers' Association  
National Treasury Employees Union  
National Weather Service Employees Organization  
Organizational of Professional Employees of the U.S. Department of Agriculture  
Patent Office Professional Association  
Professional Aviation Safety Specialists  
Professional Managers Association  
Senior Executives Association

Cc: Members of the Oversight and Government Reform Committee