

January 13, 2015

The Honorable Stephen Lynch  
2369 Rayburn House Office Building  
Washington, DC 20515

Dear Congressman Lynch:

On behalf of the over 200,000 managers and supervisors currently serving our nation in the federal government and whose interests are represented by the Federal Managers Association (FMA), we extend our strongest support for your bill, the Wounded Warriors Federal Leave Act. Your legislation would provide much needed sick leave to first year federal employees who qualify under the Department of Veterans Affairs (VA) as 30 percent disabled. By allotting 104 hours of sick leave to these first year federal employees for their first twelve months of employment, these men and women will not have to take leave without pay in order to keep appointments with VA medical facilitators. FMA has seen young men and women struggle with available leave as they attempt to keep service-related, medically-necessary appointments. This puts undue stress on both managers and their federal employees as they try to meeting congressionally-mandated missions and goals.

Federal employees begin their service with a zero sum balance of sick leave, accumulating four hours of sick leave a pay period, resulting in 104 hours at the end of their first year, if no leave is used during this time. Our members, however, have noted those newly employed to federal service with a 30 percent or higher VA disability rating have numerous doctors' appointments for chronic conditions. These appointments are not only necessary for medical reasons but also to keep their disability rating. Further adding complications, VA facilities are often in inconvenient locations, forcing disabled veterans to travel for hours for an appointment. One FMA member noted that travel and appointments took up thirty hours of sick leave in three months. At this rate, the employee would need 120 hours of sick leave a year, well over what can be earned.

This legislation will provide unencumbered leave to brave men and women who made tremendous sacrifices while in the military, who then continue to serve their country within federal departments and agencies. The federal government should be a model employer, and by providing this much needed benefit, it strives toward this goal.

Thank you for your continued leadership of this important issue. Should you have any questions or concerns, please contact FMA's Government Affairs Director Greg Stanford at [gstanford@fedmanagers.org](mailto:gstanford@fedmanagers.org) or (703) 683-8700.

Sincerely,



Patricia J. Niehaus  
National President