



The Federal Managers Association (FMA) has done critical work to pass legislation that protects you and your fellow federal employees. Additionally, the association has successfully intervened on behalf of supervisors and managers in the federal government to correct issues within their departments.

- **Averted Pay Freeze in 2019:** FMA members helped persuade Congress to override the administration's call for an across-the-board pay freeze. Federal employees will instead receive a 1.9 percent pay raise in 2019.
- **New Locality Pay Areas for 2019:** FMA advocated for the designation of six new locality pay areas for 2019, which President Trump approved in late 2018 and went into effect at the conclusion of the partial pay freeze. These new locality pay designations will positively impact nearly 72,000 employees in Birmingham, Alabama; Burlington, Vermont; Corpus Christi, Texas; Omaha, Nebraska; San Antonio, Texas; and, Virginia Beach/Norfolk, Virginia.
- **Repeal of DOD Cuts to Long-Term TDY Per Diems:** FMA worked tirelessly for nearly four years to repeal drastic cuts of as much as 45 percent to Department of Defense (DOD) long-term TDY per diems. As a result of our efforts, DOD may no longer reduce the employee per diem allowance based on the duration of the TDY assignment.
- **Preventing Negative Legislation:** FMA stopped harmful bills proposed by Congress that would have increased pension contributions for existing federal employees, eroded due process, and wiped out the rate of return of the Thrift Savings Plan G Fund.
- **Wounded Warriors Federal Leave Act:** Thanks to FMA, new feds with a service-connected disability will begin their career with 104 hours of additional sick leave to use for their disability appointments and treatment during their first year as federal employees. In addition to the legislative action, FMA worked with rule makers at the Office of Personnel Management (OPM) who drafted exemplary rules for implementation. The Congressional Budget Office estimates the law, which took effect on November 5, 2016, will assist 45,000 disabled veterans in its first five years.
- **Disabled Veteran Leave Extension to FAA:** FMA worked with legislators in the House and Senate to extend eligibility for disabled veteran leave to Title 49 employees (Federal Aviation Administration) through the passage of the Federal Aviation Administration Veteran Transition Improvement Act of 2016 (P.L. 114-242).
- **FERS Sick Leave Credit:** Those enrolled in the Federal Employees Retirement System (FERS) receive an average of at least \$500 a year for applying unused sick leave towards their retirement plan. FMA was the driving force behind this legislation that rewards feds for responsible use of leave.
- **Administrative Leave Reform:** The Administrative Leave Act, included in the final conference report of the National Defense Authorization Act (NDAA) in December 2016, establishes clear timelines, definitions, and new leave categories, which will bring much-needed uniformity, transparency, and accountability to federal agencies, while reducing waste in the federal government.

- **Competitive Service Act:** The Competitive Service Act (P.L. 114-137) is a hiring reform which FMA facilitated passage of that allows federal agencies to review and select job candidates from other federal agencies' "best qualified list" of applicants.
- **FEHBP Self Plus One:** In the Bipartisan Budget Plan (P.L. 113-67), Members of Congress called for the Office of Personnel Management to offer a "Self Plus One" option to federal employees enrolled in the Federal Employees Health Benefits Program (FEHBP). FMA long advocated for this option, as it would immediately reduce federal spending and provide affordable health care to couples or single parents with one child. The 2016 FEHBP plan year was the first time feds could sign up for this option.
- **Elimination of Holman Rule:** In the 115th Congress, House leadership reinstated the draconian Holman Rule, which could selectively target and reduce any individual federal employee's salary to as low as \$1. FMA and allies pushed against this rule and worked with House leadership to prevent its inclusion in the 116th Congress.
- **Hatch Act Reform:** Feds are no longer subject to mandatory, immediate termination on a first offense of the Hatch Act. FMA submitted written testimony to congressional hearings in support of this common-sense reform.
- **Phased Retirement:** Employees who are retirement-eligible now have the choice of switching to part-time work, drawing a partial salary and a partial annuity, both prorated according to the time worked.
- **Reemployed Annuitants Legislation:** FMA's efforts were crucial to the passage of legislation that allows retired feds to return to service part-time without offsetting their annuities.
- **Locality Pay Extension:** Federal employees in Alaska, Hawaii, and U.S. Territories now receive locality pay. Thanks to work done by FMA local chapters in Hawaii, the legislation signed into law closely mirrored FMA's proposal.

Help FMA Help You

Being an FMA member is the first step to protecting your career and becoming the best public servant you can be. The following are some ways you can assist FMA staff and leaders help you and your career:

- Provide the FMA National Office with your non-government email address and cell phone number so that we may alert you to any matter, political or not, that may affect your work.
- Personalize and forward action letters, provided by FMA, to your Senators and Representative.
- Take part in FMA Regional and Chapter meetings.
- Attend FMA's National Convention and Management Training Seminar each year in March.
- Visit your elected officials and let them know your concerns. Also, follow up with your Senators and Representative in his/her local office where they often have more time to focus on their constituents.
- Inform the FMA National Office of your concerns and suggestions. Write to us at gstanford@fedmanagers.org or bdavis@fedmanagers.org, or call (703) 683-8700.

**FMA is Working for You.
Make Your Voice Heard!**