



*Sent via e-mail*

Dear Representative:

The Federal-Postal Coalition is an alliance of more than thirty labor unions, management and membership associations representing the interests of current and retired federal and postal employees who live and work in every state. We urge you to support a meaningful pay increase for federal employees that keeps up with the rising cost of living and overrides the Administration's proposed 2027 Alternative Pay Plan submitted under the Federal Employee Pay Comparability Act. On August 26, 2026, the Administration submitted its Alternative Pay Plan to Congress including a pay freeze for nearly all civilian federal employees for 2027.

Federal employees are public servants. Every day, they go to work to serve the people of this country. They care for veterans, process Social Security benefits, protect our food and medicines, protect animal and public health, conduct lifesaving research, keep our communities and infrastructure safe, respond to emergencies, protect our national interests, and provide many other services that Americans rely on. The American people depend on federal employees to get the job done.

Federal employees have continued to show up and serve through multiple government shutdowns, staffing shortages, workforce disruptions, and repeated attacks on the civil service. At the same time, the vast majority of them have received only a 2 percent pay increase in 2025 and a 1 percent increase in 2026. Now, they are being asked to go another year without a meaningful pay increase while the cost of housing, food, health care, transportation, and other basic needs continue to rise. For many federal employees, two years of nominal pay increases and a pay freeze are effectively a pay cut.

This is not just about federal employees' paychecks. It is about the services the American people receive. When federal agencies cannot offer competitive pay, it becomes harder to recruit and retain the people needed to do this work. The recruitment and retention consequences are particularly serious in specialized professional occupations where the federal government competes directly with private-sector, academic, state, and other employers for a limited pool of highly trained professionals. This includes scientific, medical, veterinary, engineering, cybersecurity, and other mission-critical occupations. When experienced employees leave, there are fewer people to process benefits, inspect food and medicines, conduct research, respond to emergencies, protect federal systems, and provide the services Americans count on. The result can be longer waits, more delays, and more pressure on the employees who remain.

Supporting federal employees means supporting the services they provide to the American people. A fair pay increase that keeps up with inflation will help the federal government keep experienced workers, attract qualified candidates, and continue providing the services our communities depend on. We therefore urge you to include an across-the-board federal employee pay increase of 3.8 percent, which would provide pay parity with those included in the Alternative Pay Plan in Fiscal Year 2027 appropriations legislation. An across-the-board pay increase should complement, rather than replace, special salary rates and other targeted

compensation authorities necessary to address documented recruitment and retention challenges in mission-critical occupations.

Federal employees are proud to serve their country and their fellow Americans. Congress should make sure they have the support they need to continue doing that work.

Thank you for your consideration.

Sincerely,

American Federation of State, County and Municipal Employees (AFSCME)

American Foreign Service Association (AFSA)

Association of Federal Government Employees (AFGE)

Federal Aviation Administration Managers Association (FAAMA)

Federal Managers Association (FMA)

International Federation of Professional and Technical Engineers (IFPTE)

Laborers' International Union of North America (LIUNA)

National Active and Retired Federal Employees Association (NARFE)

National Air Traffic Controllers Association (NATCA)

National Association of Federal Veterinarians (NAFV)

National Association of Government Employees (NAGE)

National Council of Social Security Management Associations (NCSSMA)

National Federation of Federal Employees (NFFE)

National Treasury Employees Union (NTEU)

National Weather Service Employees Organization (NWSEO)

Professional Aviation Safety Specialists (PASS)