

## *Advocating Excellence in Public Service*

1. Congress should pass all appropriations bills in a timely manner.
2. Congress should protect federal employees' health and retirement benefits.
3. Congress should provide retroactive and relief for federal employees in the midst of the Covid-19 pandemic and take proactive steps to be better prepared for future pandemics.
4. To significantly reduce costs to American taxpayers, as well as reduce the federal government's footprint, agencies should effectively utilize and expand telework options for employees across the federal workforce, as successfully demonstrated during the Covid-19 pandemic.
5. Congress should pass meaningful hiring reforms.
6. Congress should pass legislation to allow all federal agencies the flexibility to extend the probationary period for employees entering the civil service to two years from date of hire.
7. Congress should allow Federal Employees Retirement System (FERS) employees to make deposits for non-deduction federal service performed, in the same manner as Civil Service Retirement System (CSRS) employees and former military personnel.
8. Congress should pass legislation to establish and fund initial and ongoing mandatory training requirements for all managers and supervisors across the federal government, and provide for a dual-track system to allow technical experts to rise without taking on management roles.
9. Congress should preserve due process for all federal employees, including restoring the Merit Systems Protection Board (MSPB) to being fully functional.
10. Congress should authorize capital investments across the federal government to restore and/or modernize facilities to meet their operational needs.
11. Congress should pass legislation to make cost-of-living-adjustments (COLAs) more accurate and fair.
12. Congress should pass legislation to repeal or mitigate the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).
13. Congress should not interfere with the independent, responsible administration of the Federal Retirement Thrift Investment Board's (FRTIB) stewardship of Thrift Savings Plan investments.
14. Congress should take steps to ensure better compliance of anti-discrimination and equal pay laws.