



NALC FACT SHEET

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO

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FERS Sick Leave Reimbursement

There are currently 1.2 million employees covered by the Federal Employees Retirement System (FERS). These employees get nothing for their unused sick leave when they retire.

This system is unfair in comparison to Civil Service Retirement System (CSRS) under which employees that have unused sick leave can use it as a service credit toward their retirement pensions. For example, if a CSRS employee with 30 years of service retires with one year of accrued unused sick leave, that employee's annuity benefit is based on 31 instead of 30 years of service.

Congressman Jim Moran (D-VA) has introduced legislation (H.R. 958) that will help address this inequity affecting FERS employees. The proposal will allow for the FERS employees to convert their any unused sick leave into their annuity, the same way CSRS employees currently do. The proposed legislation would be applied to FERS employees retire on the date the bill is passed or any date after. It would not be retroactive.

NALC supports H.R. 958 and looks forward to working with Congress to see the bill enacted. For further information, please contact the NALC office of Legislative and Political Affairs 202-662-2833.