



# National Association of Letter Carriers

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Fredric V. Rolando, President

November 29, 2017

Dear Representative,

On behalf of the more than 288,000 active and retired letter carriers represented by the National Association of Letter Carriers (NALC), I urge you to oppose HR 4182, the “Ensuring a Qualified Civil Service Act of 2017” (EQUALS Act), when it comes to the floor for a vote.

Under the guise of “good-government,” HR 4182 would double the probationary period for federal employees and undercut due process rights, whistleblower protections, and the very civil service protections designed to protect federal employees against unjust managerial rulings. Simply put, this legislation is the first step in a thinly veiled attempt to make all federal workers at-will employees.

It also happens to be an attack on our nation’s veterans, who make up around 30 percent of both the federal workforce and the U.S. Postal Service. This bill would grossly impact eligible members’ and veterans’ right of preference to appeal any adverse actions to the US Merit Systems Protection Board (MSPB). Eligibility to appeal to the MSPB would require two years of continuous service under this bill, as opposed to one year required under current law. Should this bill become law, American veterans’ ability to secure stable, permanent jobs will be diminished.

Supporters of this bill suggest the current one year probationary period is not enough time for managers and supervisors to evaluate their workers. NALC believes twelve months is a more than sufficient amount of time to determine an employee’s performance level.

HR 4182 will provide no substantive improvements to employee performance evaluations. It will not guarantee a halt in poor performance. It will, however, make it more difficult to employ American veterans. It will weaken the recruitment and retention of federal workers and diminish the overall pool of talented employees.

It is for these reasons that I urge you to oppose HR 4182.

Sincerely,

A handwritten signature in black ink, appearing to read "Fredric V. Rolando".

Fredric V. Rolando  
President