

# **NTEU**

**The National Treasury Employees Union**

May 6, 2009

The Honorable Carolyn Maloney  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Representative Maloney:

On behalf of the National Treasury Employees Union (NTEU) and more than 150,000 federal employees in 31 agencies and departments across the nation, I am writing to thank you for the introduction of HR 626, the Federal Employees Paid Parental Leave Act, and for its successful passage at the Oversight Committee's May 6 markup.

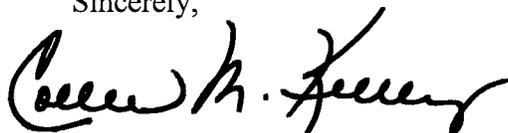
This important bill provides federal employees with four weeks of full pay to use while they are on Family and Medical Leave Act (FMLA) leave for the birth or adoption of a child. It will bring the government's approach on family leave closer to that of the private sector and many industrialized nations.

This bill will help our federal government recruit and retain dedicated and talented workers, and show that the federal government truly values families. Currently, federal workers **do not** have any guarantee of paid leave for the birth or adoption of a new child. Some have accrued paid sick or vacation time that they may be able to use while on FMLA leave. However, others, especially younger workers who have not accrued sick or vacation time, have no choice but to take unpaid leave. This measure will allow federal workers the ability to better balance family needs and work requirements as access to paid parental leave has become a necessity for today's working families.

In the coming years, federal agencies will be hiring many new workers. Fifty-eight percent of supervisory and 48 percent of nonsupervisory workers will be eligible to retire by the end of fiscal year 2010, according to a 2004 report by the Office of Personnel Management. In order to compete with the private sector and attract and retain the best workers, federal benefits must be competitive. According to a March 2008 report by the Joint Economic Committee staff, nearly all Fortune 100 firms offer working parents some paid time off when they have a new child. A paid parental leave policy will also save the government money by reducing turnover and replacement costs, which is estimated to be 25 percent of the worker's salary.

On behalf of our federal employees, I look forward to passage in the House of H.R. 626.

Sincerely,



Colleen M. Kelley  
National President