



DEPARTMENT OF DEFENSE LEGISLATIVE PRIORITIES

DEFCON Legislative Strategic Plan Issues

- For 2022, AFGE urges the Congress to provide a 3.2% federal salary adjustment, as described in the bill introduced by Rep. Gerry Connolly (D-Va.), chairman of the House Subcommittee on Government Operations, and Sen. Brian Schatz (D-Hawaii), the Federal Adjustment of Income Rates or “FAIR” Act (H.R. 392).
- Clarify civilian personnel cap prohibition in section 8012 (This proposal restores HAC-D language that Senate weakened last year including language prohibiting misuse of term and temporary hiring authorities for enduring functions)
- Compliance of Reductions in Force with Section 3502 of Title 5 (Seniority, Veterans’ Preference, Performance)
- Compliance with contract services planning, programming and budgeting statutory requirements and Total Force Management limitations on privatization (This proposal creates bill language out of HAC-D 2020 directive report language from two years ago and HASC NDAA report language for 2021). This includes enforcing compliance with the public-private competition moratorium.
- Continue Public-Private Competition Moratorium
- Instead of privatizing military medical structure in oversaturated TRICARE networks, convert this military structure federal government employee performance by hiring additional civilian doctors, nurses, technicians and support staff. Additionally, enhance third party billing collections to facilitate this additional hiring.
- Continue Prohibition of merger of Commissaries with Exchanges (Consistent with FY2021 NDAA)
- Include \$1.4 billion for salaries and other needs of over 55K base employee (childcare centers, lodges, food operations, exchanges and other recreational activities that are normally paid by revenue generating accounts that have been detrimentally impacted by the pandemic (Language had been included in HEROES Act)
- Prohibit privatization of global household goods management
- Wage Grade Locality Pay Equity
- Support Cohort Hiring as an alternative to excepted service and direct hire; Oppose expansion of demonstration projects for alternative compensation frameworks

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO



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- Access to Technical Data (repeal presumption of private expense for spare parts to weapon systems for “commercial items”)
- Improved Sustainment Planning for Major Weapon Systems (re-establish manpower estimate process in 10 USC section 2434)
- Defense Readiness System -Conversions to Military (Require readiness reporting of military pulled from units and training or outside of military occupational specialties to perform civilian functions)
- GAO review on whether DoD security clearance determinations have been applied in discriminatory manner
- Paid Family Leave Expansion to Care of Sick Child, Spouse or Parent
- Prohibition on limitations of official time with respect to protecting equal employment opportunity through (Congressional Review Act) and Appropriations limitation.
- Conform DoD probationary period to the rest of the government (1 year instead of 2 years).
- Support continuation of NDAA 2021 prohibition of BRAC.

Firefighters

- Please support H.R. 521 the First Responder Fair RETIRE Act.
- Please support H.R. 393 Federal Firefighter Pay Equity Act.

Law Enforcement

- Please support H.R. 962 the Law Enforcement Officer Equity Act.
- Please support H.R. 521 the First Responder Fair RETIRE Act.

COVID

- Please support workforce protection issues for federal workers including emergency paid leave, presumption of worksite illness for workers compensation, and hazard pay.