



Outsourcing DoD Civilian Jobs is Against the Law



Did you know...

... there is a moratorium against outsourcing civilian jobs within the Department of Defense?

FACT: Two current provisions of law – Title 10, Section 2461 of the U.S. Code and Section 325 of the FY 2010 National Defense Authorization Act – prohibit DoD from converting any function performed by civilian employees to a contractor. Language in annual appropriations bills also extends this prohibition to non-DoD agencies. In addition, DoD has applied this outsourcing prohibition to local and state municipalities.

... this prohibition also applies to certain service contracts?

FACT: The ability of civil service employees to perform work closely associated with inherently government and critical functions should be given special consideration when agencies review whether to contract out services – even those that have never been performed by federal employees previously. DoD's management of service contracts has been labeled a **high-risk** area by the Government Accountability Office since 2001 due to lack of budget and planning oversight.

... cutting civilian jobs affects military readiness?

FACT: When DoD eliminates civilian jobs, much of the work falls to service members – which can degrade military readiness. In just one example, the National Commission on Military Aviation Safety concluded in December 2020 that arbitrary cuts to civilian jobs increased the risk of accidents as military aviators were forced to spend the vast majority of their time on administrative duties rather than flying.

... slashing civilian jobs and duties costs taxpayers more, not less?

FACT: When a civilian position is not filled or is cut, the work that remains to be done is shifted to more expensive contractors or military. According to Deputy DoD Secretary Kathleen Hicks, "...even though Congress directed the Defense Department to cut \$10 billion through administrative efficiencies between 2015 and 2019, the Pentagon failed to substantiate that it had achieved those savings. The reason these efforts rarely succeed is that they merely shift the work being done by civilians to others, such as military personnel or defense contractors."

... that more than 500,000 DoD civilian employees are covered by federal labor unions, which should be consulted on all issues affecting their jobs?

FACT: The American Federation of Government Employees represents 60% of DoD's unionized workforce and is the largest union representing federal employees nationwide and overseas. To learn more about the bans on outsourcing civilian jobs and current laws governing DoD labor relations, **email John Anderson at john.anderson@afge.org.**

