



10 THINGS FEDERAL EMPLOYEES WANT YOU TO KNOW



1 We are the American Federation of Government Employees, AFL-CIO (AFGE). Our members come from all walks of life and work in many different government agencies.

2 We proudly serve the American people as law enforcement officers, food inspectors, VA nurses, correctional officers, park rangers, scientists, Social Security and Veterans benefits representatives, and countless other jobs that are the bedrock of our country and the foundation of our economy.

3 Federal employees have already sacrificed \$246 billion to deficit reduction since 2011.

4 One out of every three federal workers is a veteran – that’s more than 637,000 veterans who make up the federal workforce, half of whom are service-connected disabled veterans.

5 85% of federal employees live and work outside the Washington, D.C. area. And less than half of federal employees are eligible for any telework, while just 10% are fully remote.

6 We are working-class Americans. AFGE members take home an average of \$825 per week after taxes and mandatory healthcare and retirement contributions.

7 On average, our salaries are roughly 25% below those of our private sector counterparts. We proudly serve our country despite this pay gap.

8 While the U.S. population has nearly doubled since 1960, the number of federal employees working in government has remained the same. Meanwhile, the federal government now spends about three times as much on contractors as it does on its own payroll.

9 Federal employee compensation is often the first place lawmakers turn to for spending reductions, but federal employees are extremely efficient and often cost less than one-third of what the government pays for private contractor employees performing the same work.

10 Federal employees are sworn to uphold the Constitution and the public good. We don’t answer to any corporation’s bottom line and aren’t trying to make a buck off the people we serve.





LEGISLATIVE PRIORITIES

1. Protect the Integrity of the Non-Political Civil Service and Block Schedule F:

Congress must uphold the merit-based civil service's legal structure which protects federal employees from political interference, discrimination, and corruption. Federal workers should be hired competitively, based on ability to perform the duties of their positions. Replacing them with legions of new at-will political appointees (Schedule F or "policy career") undermines national security, public safety, and the health and welfare of all Americans.

2. Federal Pay Raise:

Based on BLS data, federal salaries are still an average of 27% below salaries paid for similar jobs in the private sector and state and local government. These pay gaps, which vary by region, make recruitment and retention difficult for agencies, leading to chronic understaffing and rampant outsourcing. AFGE asks Congress to approve a 4.3% pay adjustment for all federal employees for 2026 (H.R. 493/S. 126), based on the statutory formula designed to achieve market comparability.

3. Reject all attempts to cut Federal Retirement and Health Insurance Benefits:

In the past, federal retirement benefits have been cut to fund unrelated fiscal priorities. The current effort to extend the 2017 tax cuts must not be funded by further cutting FERS or FEHBP benefits or raising their costs to employees.

4. Stop the Project 2025 plan to privatize TSA and Veterans' Healthcare:

TSA and VA Healthcare are two of the most successful and cost-effective federal programs, and their success is due to the professionalism and dedication of those workforces. TSA has kept the flying public safe since 9/11. Veterans overwhelmingly want to preserve the high-quality veteran-centric care they can only receive from VA healthcare providers and facilities. Privatization would render both programs more costly and less accountable to the American people and must be strongly opposed.

5. Protect Veterans' Preference in context of Reductions in Force and Hiring:

The DOGE promises to eliminate hundreds of thousands of federal jobs. Current law prohibits RIFs for reasons unrelated to budget or operational needs. The law also favors veterans in hiring as well as retention in the context of RIFs. Congress must oppose all efforts to downgrade or eliminate veterans' preferences and prohibit their replacement with preferences based on political allegiance. Current RIF procedures must be upheld for all employees.

6. Congress must prevent outsourcing of government work to comply with arbitrary DOGE targets:

Eliminating federal jobs does not eliminate the government's obligation to carry out the functions specified in federal law. Contracting out jobs currently performed by federal employees without proper cost comparisons or consideration of whether the job is inherently governmental must be prohibited by law.

7. Protect Labor Rights:

Project 2025 and some lawmakers recommend curtailing the right to join a union, overturn union contracts, eliminate payroll dues deduction and all telework, restrict appeals of adverse actions, and move agencies' headquarters out of DC to punish workers. We must fight these efforts in Congress, in the courts, and with the American public.