



Federal-Postal Coalition

April 16, 2026

The Honorable Tom Cole, Chair
House Appropriations Committee
H-305 The Capitol
Washington, DC 20515

The Honorable Rosa DeLauro, Ranking Member
House Appropriations Committee
1016 Longworth House Office Building
Washington, DC 20515

The Honorable Dave Joyce, Chair
Financial Services & General Government
2000 Rayburn House Office Building
Washington, DC 20515

The Honorable Steny Hoyer, Ranking Member
Financial Services & General Government
1036 Longworth House Office Building
Washington, DC 20515

Dear Chairs and Ranking Members,

On behalf of the Federal-Postal Coalition, an alliance of 30 organizations representing more than 5 million active and retired federal and postal employees, we respectfully urge you to include a fair and meaningful pay adjustment for federal employees in the upcoming appropriations legislation.

Federal employees play a critical role in carrying out the core functions of government. They ensure public safety, support aviation and transportation systems, and deliver essential services to the American people. Maintaining a strong, capable, and professional federal workforce is fundamental to effective and efficient government operations.

In recent years, federal employees have faced several challenges that have had a detrimental impact on workforce stability and morale. Inconsistent federal funding, resulting in government shutdowns, has created significant financial uncertainty for hundreds of thousands of employees and highlighted the importance of continuity and reliability in public service. At the same time, federal pay has not consistently kept pace with private-sector wage growth, making it more difficult for agencies to recruit and retain highly skilled employees in critical mission areas.

Moreover, providing different pay increases for different occupations undermines the morale of the workforce, especially those who work side by side and provide support to those who receive the higher increase.

A reasonable pay increase for all federal employees, consistent with H.R. 7480, the Federal Adjustment of Income Rates Act (FAIR Act) -- legislation that would **increase pay for calendar year 2027 by 3.1% and provide an average 1% increase in locality pay**-- would help reinforce stability within the federal workforce while recognizing the value of their service and

should be included in the Fiscal Year 2027 appropriations language. Such an approach supports both good governance and responsible stewardship of taxpayer resources.

In addition to pay as a source of workforce stability, federal and postal employees are drawn to their work through federal benefits, including healthcare. However, the recent request from the Office of Personnel Management requesting medical records of enrollees in the Federal Employee Health Benefit Program and the Postal Service Health Benefit Program causes concern. We further ask that language be included in FSGG legislation ensuring patient confidentiality that follows HIPAA rules.

We appreciate your consideration of this request and your continued support for a strong and effective federal workforce.

Sincerely,

American Federation of Government Employees, AFGE
American Federation of State, County and Municipal Employees, AFSCME
American Foreign Service Association, AFSA
Federal Aviation Administration Managers Association, FAAMA
Federal Managers Association, FMA
International Federation of Professional and Technical Engineers, IFPTE
Laborers International Union of North America, LiUNA
National Active and Retired Federal Employees Association, NARFE
National Air Traffic Controllers Association, NATCA
National Association of Federal Veterinarians, NAFV
National Association of Government Employees, NAGE
National Council of Social Security Management Associations, NCSSMA
National Federation of Federal Employees, NFFE
National Postal Mail Handlers Union, NPMHU
National Rural Letter Carriers Association, NRLCA
National Treasury Employees Union, NTEU
National Weather Service Employees Organization, NWSEO
Patent Office Professional Association, POPA
Postal Police Officers Association, PPOA
Professional Aviation Safety Specialists, PASS