



**NATIONAL FEDERATION OF FEDERAL EMPLOYEES,  
IAMAW, AFL-CIO**



---

**NFFE-IAM and the FY 2020 National Defense Authorization Act**

**Position:**        **The National Defense Authorization Act (NDAA) provides the annual budget and related expenditures for the U.S. Department of Defense. The Act also provides guidance on many important policy changes to federal operations and the workforce. As the 116<sup>th</sup> Congress begins to debate the NDAA for FY 2020, NFFE respectfully requests the following deliberations:**

Block Efforts to Implement a New Round of Base Realignment and Closures (BRAC) – A BRAC would lead to the loss of tens of thousands of good jobs and devastate communities all across the U.S. NFFE-IAM believes it is premature to approve another round of BRAC until there is a comprehensive and strategic cost-benefit analysis of our overseas bases. A Government Accountability Office (GAO) report showed that the total cost for implementing the 2005 round of BRAC ballooned from the original estimate of \$21 billion to \$35.1 billion (GAO-12-709R). NFFE-IAM urges Congress to deny BRAC authority to the Administration until the proper cost-benefit analysis is fully completed.

Repeal and/or Defund Flawed and Discriminatory “Performance-based” Reductions-in-Force (RIF) – As a result of Section 1101 of the FY16 NDAA, DoD RIF rules diminish both Veterans Preference and seniority in favor of flawed performance ratings. Given that performance rating systems throughout the government have historically been proven to be discriminatory, particularly against women, older employees, and workers of color, NFFE-IAM asks that Congress repeal Section 1101 of the FY16 NDAA to ensure protections for all workers and respect for our veterans in a RIF.

Revert to a One-year Probationary Period for DoD Workers – As a part of the FY16 NDAA, and over the objections of NFFE-IAM, Congress increased the probationary period for DoD workers from one year to two years. NFFE-IAM believes this was a misguided provision that added needless bureaucracy to this process, as 12 months is more than enough time for federal managers to determine if an employee is adequate to continue. If anything, a two-year period is a disincentive for managers to timely terminate poor performers. Repeal the two-year probationary period.

Maintain the A-76 Moratorium until DoD properly provides a cost analysis of outsourcing government functions to contractors – Fortunately, the FY18 NDAA conference report removed Senate language to allow for A-76 privatization competitions absent a DoD inventory of its service contracts. The current A-76 moratorium was put in place after GAO and the DoD IG determined that the DoD could not prove that contracting out government work provided cost savings to the government.

Close the Unfair Accelerated Promotion Program (APP) Donut Hole – The APP has allowed Navy shipyards to compete with the private sector for many years by guaranteeing engineers hired into our four public shipyards at the GS-5/7 levels are eligible for a one-time accelerated promotion to the next higher-grade after successful completion of training. Navy Office of Civilian Human Resources (OCHR) headquarters has stifled fair application of the APP such that workers hired between January 2016 and December 2016 are unfairly left out in the cold. NFFE-IAM requests that Congress close the OCHR loophole and require the Navy to extend the APP to those hired between January and December 2016.