



# NATIONAL FRATERNAL ORDER OF POLICE®

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**CHUCK CANTERBURY**  
NATIONAL PRESIDENT

**JAMES O. PASCO, JR.**  
EXECUTIVE DIRECTOR

16 March 2017

The Honorable Paul D. Ryan  
Speaker of the House  
U.S. House of Representatives  
Washington, D.C. 20515

The Honorable Nancy P. Pelosi  
Minority Leader  
U.S. House of Representatives  
Washington, D.C. 20515

The Honorable Kevin O. McCarthy  
Majority Leader  
U.S. House of Representatives  
Washington, D.C. 20515

The Honorable Steny H. Hoyer  
Minority Whip  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Mr. Speaker and Representatives McCarthy, Pelosi and Hoyer,

I am writing on behalf of the members of the Fraternal Order of Police to advise you of our vehement opposition to H.R. 1364, the “Official Time Reform Act,” which was favorably reported by the Committee on Oversight and Government Reform last week. We urge all of you to oppose the bill.

The legislation is falsely marketed as a “reform” bill when in reality it is simply an attack on Federal employees, whose public service is disparaged by politicians competing for the next headline. The bill would reduce the pension of Federal employees who represent their colleagues at the bargaining table and on a day-to-day basis. It is another shameful attempt to take away the rights of Federal workers.

Union activities are not conducted on official time—Federal law already prohibits this and, as law enforcement officers, we adhere closely to current law. The use of official time is a longstanding and efficient tool that provides assistance to agencies and their employees to carry out their mission. It uses to resolve conflicts and improves the ability of the agency to deliver its services to the taxpayer. By eliminating the legitimate use of official time for representational purposes, this bill will make it more difficult for agencies and their employees to be successful in their mission.

Under current law, the bargaining unit and the agency must agree on what is considered to be a reasonable and necessary use of official time. This allows each individual agency and their representative organization to ensure that the use of official time meets the needs of the agency and their mission. This legislation, however, is a blatant attempt to eliminate the legitimate use

— BUILDING ON A PROUD TRADITION —



of official time by arbitrarily capping the amount of time that can be used per day for official time duties without any consideration for the needs and requirements of the agency. In addition, the bill would also cut the retirement of these Federal employees by taking away creditable service for time spent on representation activity which exceeds the arbitrary cap. This is a one-size fits all approach which will hamper the ability of agency officials from managing their employees.

This is a clumsy and crude attempt to eliminate official time by imposing financial penalties for Federal employees who choose to help their colleagues as representatives. Who would put their benefits in jeopardy to help their fellow employees in mediations or efforts to improve workplace safety or cooperate with management to increase the effectiveness and efficiency of their agency? How does silencing the voice of Federal employees improve our government?

We believe that Federal agency heads and the leaders of the respective bargaining units are fully capable for determining for themselves what is a reasonable use of official time and that Congress should not interfere with existing agreements or undermine the ability of Federal agencies to manage their own workforce.

As long as there have been unions, there have been forces determined to tear them apart and intimidate employees, robbing them of any say in the workplace. This legislation uses retirement benefits as its weapon and we find it repugnant.

On behalf of the more than 330,000 members of the Fraternal Order of Police, I urge you in the strongest possible terms to oppose this legislation and similar efforts to take away the rights and the voice of those in public service. If I can provide any additional information about this legislation, please do not hesitate to contact me or Jim Pasco, Senior Advisor to the National President, in my Washington office.

Sincerely,

  
Chuck Canterbury  
National President

cc: The Honorable Donald J. Trump, President of the United States