

Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the Federal Retirement Fairness Act. I urge you to cosponsor H.R. 2478, a bipartisan bill introduced by Rep. Derek Kilmer and Rep. Tom Cole “To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes.”

Many federal employees, including Rural Carriers, start their careers as temporary employees. The Postal Service has a classification of Rural Letter Carriers called Rural Carrier Associates (RCAs). RCAs are part-time carriers who do not earn health or retirement benefits until they acquire full time career status. Most rural carriers start out as an RCA and on average it takes about six years for them to become a Regular Carrier, but it is not uncommon for it to take 10-plus years to become a regular career employee. The current retention rate of RCAs is extremely low, with approximately 60% leaving the Postal Service. This results in the Postal Service spending millions of dollars for the training/hiring process. Retention of RCAs would benefit the Postal Service by reducing overtime payments to RCAs and Regular Carriers attributed to the lack of RCAs.

Under this act, federal employees that gave their time and effort for years before achieving permanent status would be able to make catch-up retirement contributions so they may retire on time. This is not a new idea. Before the Federal Government changed to a new employee retirement system in 1989, temporary employees could make catch-up payments.

Please support H.R. 2478 so that the Federal Government can return to a fair retirement benefits system for all employees. We need your support to end the penalization of temporary employees who bring so much value to organizations such as the Postal Service. By cosponsoring this legislation, you will help ensure that the government can attract and retain quality talent as well as ensure that our valued employees are not still struggling to achieve normal retirements.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]