ELIGIBILITY FOR FOOD STAMPS AND HOVER JUST ABOVE THE POVERTY LEVEL.

The Federal Wage System for these dedicated and hardworking employees is a failure. It is time to do the right thing for these workers.

The American Federation of Government Employees, AFL-CIO, the largest federal employee union, has been vigilant in urging Congress to provide the needed redress to the injustices in the Federal Wage System. My legislation, the Federal Wage Worker Pay Fairness Act of 2001, does so and is supported by AFGE.

First, the bill would guarantee wage grade workers an annual pay raise.

Unlike their white-collar co-workers, wage grade employees are not guaranteed any annual pay raise. The nationally General Schedule (GS) and locality pay raise we in Congress approve every year are not given to federal employees in blue-collar occupations. It is unfair for the federal government to single out one segment of its workforce for impoverishment. A basic across the board pay adjustment each year is necessary to offset increases in their federal health care premiums as well as general increases in the cost of living. No employee of the U.S. government should see steady decreases in purchasing power from persistent wage stagnation.

Wage grade workers have seen their paychecks purchase less and less. For example, from 1984 to 1999, the pay of a General Schedule–11, step 4, employee at Warner Robins Air Force Base, in Georgia, kept pace with inflation. The pay of a Wage Grade–10, step 2, employee fell by about half. In other words, the wage grade employee’s wage increases only made up for half of the increase in prices measured by the Consumer Price Index. And this loss of purchasing power doesn’t even reflect the skyrocketing costs of federal health care premiums, which rose by 30 percent in the past few years.

Providing all federal blue collar workers with a minimum annual wage adjustment equal to General Schedule increases is budget neutral because of the federal government’s budget assumes that wage grade workers would be awarded the GS pay raise.

Second, the legislation would lift the caps on blue-collar pay raises.

On top of not being guaranteed an annual GS pay raise, any raise blue collar workers can receive is capped at the average nationwide GS pay raise. This is unfair and wrong. If federal agencies are to remain competitive we must stop imposing an artificial and arbitrary cap on blue-collar pay raises.

Third, my legislation would end the discriminatory practice of paying Department of Defense wage grade employees less than their counterparts in VA by restoring Monrowon requirements to DoD.

The “Monrowon amendment” to the Federal Wage Schedule requires the government to look outside the relevant wage survey area if there is an insufficient number of analogous private sector jobs to calculate blue-collar pay. This requirement is logically necessary to ensure that the prevailing wages are based on comparable work.

In 1985, the law was amended to exclude DoD from the Monrowon amendment’s require-