



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

March 9, 2020

Mr. Anthony M. Reardon
National President
National Treasury Employees Union
1750 H Street, N.W.
Washington, DC 20006

Dear Mr. Reardon:

I have received your letter dated February 27, 2020, to the U.S. Office of Personnel Management (OPM) regarding the Federal Employee Paid Leave Act and the legislative proposals summarized in OPM's FY 2021 Congressional Budget Justification (CBJ).

Passage of the Federal Employee Paid Leave Act was a historic accomplishment championed by the Trump Administration for the Civil Service. For the first time in history federal employees will have access to paid parental leave. OPM is committed to ensuring that Federal Government employees will be able to utilize this new benefit by October 1, 2020.

Upon enactment of the National Defense Authorization Act (NDAA) for Fiscal Year 2020, a review undertaken by OPM staff identified a number of federal employees groups that were not covered under the new law. Further, as OPM senior career subject matter experts began to prepare the draft regulation necessary for implementation of the new benefit, they determined that OPM needed clarification from Congress on a number of issues to ensure that the benefit could be implemented in a manner consistent with the intent of the legislation.

As you are aware, during the normal course of the legislative process, after enactment of legislation, Congress and the Executive Branch may identify certain issues that may need technical correction or clarification in subsequent legislation. As a part of its budget submission an agency may raise an issue upon which it seeks further clarification from Congress. OPM's CBJ provision referenced in your letter was just that – an effort to request that Congress make a determination as to whether or not there is a need to provide greater clarity on specific enacted provisions.

It is regrettable that you chose to issue a public letter rather than simply reach out to OPM for information. Your letter appears to cast doubt on the Trump Administration's support for the Federal Employee Paid Leave Act. That is absolutely not the case. The Trump Administration is committed to implementing paid parental leave for Federal Government employees in the same way that this Administration was able to work with Congress to finally, after two decades, get this benefit enacted into law. Further and most importantly, your letter could lead federal

employees to believe that this new important benefit is in jeopardy. That is simply wrong. As Director of OPM I can assure you that this agency and its employees are working tirelessly to ensure the successful implementation of this landmark benefit for Federal Government employees.

As OPM moves forward with proposed regulations there will, as is customary, an opportunity for public notice and comment. OPM looks forward to reviewing the comments of NTEU and the public as we continue are work to implement this landmark benefit.

Sincerely,

A handwritten signature in cursive script that reads "Dale Cabaniss".

Dale Cabaniss