



AMERICANS FOR LIMITED GOVERNMENT

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June 28, 2018

Re: MERIT Act

Dear Members of Congress,

As an organization dedicated to limiting the size and scope of the federal government, we urge members of Congress to cosponsor, H. R. 559, the Modern Employment Reform, Improvement, and Transformation Act of 2017 (MERIT Act) introduced by Congressman Barry Loudermilk (R-Ga.). Our civil service has been plagued with inefficiency and abuse, now is the time to work together to hold all employees to an acceptable standard.

Currently, the process for removing poor performing employees takes between 170 and 370 days. Union litigation has made this process timely and complex. It is no surprise this complicated process leaves the public sector termination rate at only 3.37 percent, while the private sector termination rate is 17.27 percent.

The MERIT Act uses the VA Accountability and Whistleblower Protection Act, which was signed into law in 2017, as a model for expanding management authority in all governmental agencies.

The MERIT Act would:

- Increase agency management's power to remove poor employees
- Expedite timelines; 7 – 21 days' notice of action; simple presentation of cause with employees given opportunity to respond
- Cap appeal decision time at 30 days, after which the dismissal is upheld, unless declared otherwise
- Require that if the 3–day deadline is not met, MSPB must report to Congress and the oversight committees in the House and Senate and explain non-compliance
- Uphold whistleblower protections

Following the passage of the VA Accountability and Whistleblower Protection Act, firings within the agency rose by 26 percent. It worked in the VA. There is no reason the same reforms should not receive bipartisan support, so they may be implemented across the federal workforce. The ability to remove poor performing employees is truly the heart of limiting the size of our overrun bureaucracy. We urge Congressional members contact to Zoe Heiliczer at Zoe.Heiliczer@mail.house.gov to show support for the MERIT Act. We cannot drain the swamp if we cannot fire bad actors in the swamp, the MERIT Act takes a critical step in allowing us to do just that.

We implore you to support this important legislation.

Sincerely,

A handwritten signature in black ink that reads "Rick Manning". The signature is written in a cursive, slightly slanted style.

Rick Manning
President
Americans for Limited Government