

STATEMENT OF
CHAIRMAN DANNY K. DAVIS
AT THE SUBCOMMITTEE ON FEDERAL WORKFORCE, POSTAL
SERVICE, AND THE DISTRICT OF COLUMBIA
HEARING ON THE
STATUS OF FEDERAL PERSONNEL REFORM

March 8, 2007

I look forward to working with all of the Members of the Subcommittee, in a bipartisan fashion, to move forward with the Subcommittee's agenda. That agenda includes addressing bread and butter civil service issues such as benefits, compensation, public-private competitions, and labor-management relations.

The Subcommittee is going to conduct aggressive postal oversight, and monitor the implementation of the Postal Accountability and Enhancement Act of 2006 and it is going to protect and advance home rule for the District of Columbia.

This hearing is the first in a series of hearings that will be held on federal personnel reform. Today, we will hear from human resource stakeholders whose testimony will lay the foundation for agency-specific personnel reform hearings. At this point, I would like to ask unanimous consent that the testimony of Jeffrey Pfeffer, a Stanford University Professor, and Colleen Kelley, National President of NTEU's statement will be submitted for the record.

If the federal government is going to tinker with the employee protections of 1.8 million people, and how they earn a living and are represented in the workplace, it should be evidence-based. It should **not** be based on antidotes, theories, or ideology.

For example, some argue that federal airport baggage screeners, at the Transportation Security Administration (TSA), should not be allowed to unionize because it would hinder TSA's ability to fight terrorism. There is no evidence that federal employees, who have been allowed to join unions since 1978, have hampered our ability to fight terror. However, there is plenty of evidence that management, particularly officials at the highest levels of our government, have made decisions that undermine our ability to fight terrorism.

Over the years we have heard testimony from numerous witnesses, some who will be testifying again today, that the keys to successful personnel reform are significant funding to train managers and employees on new systems; collaboration with, and buy-in from employees; and that the new systems are fair, equitable, credible and transparent.

The reality, the evidence that we have to date, indicates that in most cases employees have not bought into these systems, funding for these systems has been cut, and the systems do not appear to be fair or transparent, much less credible.

Today's witnesses will help us better understand and evaluate how these new personnel systems are being implemented and how we can move forward to ensure that we have a balanced and effective federal personnel system.

Thank you.