

**Congress of the United States**  
**Washington, DC 20515**

March 27, 2006

The Honorable Thomas M. Davis  
Chairman  
House Government Reform Committee  
2157 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Davis:

We are writing to urge you to consider legislation that would bring much needed pay parity for federal employees who also serve our country in the National Guard and Reserves.

As you are aware, anywhere from thirty to fifty percent of our nation's brave citizen soldiers encounter a loss in salary as a result of their service to our country. In order to remedy this unfortunate problem, the Secretary of Defense created an organization known as *Employee Support for Guard and Reserve* (ESGR) that, among other things, has done a magnificent job educating employers about this pay gap problem and encouraging employers to make up the difference in salary for their employees in the National Guard and Reserve.

As a result of ESGR's efforts, tens of thousands of companies ranging in size from mom and pop shops to Fortune 500 companies have pledged to go above and beyond the minimum requirements of the law through the continuation of pay, benefits or both to their activated citizen soldier employees. However, for the 37,000 members of the National Guard who are employed in their civilian jobs by the Federal Government no such opportunity is available.

We see no reason why Federal employees should be discriminated against in this way, and urge your expedited consideration of legislation such as H.R. 838, the Helping Our Patriotic Employers at Helping our Military Employees (HOPE at HOME) Act, which would authorize Federal agencies to provide much needed assistance to the brave men and women of the National Guard and Reserves. As you are aware, similarly worded legislation passed the committee by voice vote in April 2003.

Last year, while speaking to military families at the Idaho Center in Nampa, Idaho, President George W. Bush expressed support for those employers who have gone above and beyond what is required by law in the support provided to their activated citizen soldier employees. We hope that you agree with us that what is good for the goose should be good for the gander, and that the Federal government, the largest single employer of the citizens who make up the Guard and Reserve, should be able to do for its employees what ESGR has advocated private employers to do.

Cordially,

Tom Lantos

Tom Lantos

Julio Roy

Julio Roy

Henry Waxman

Henry Waxman

Walter B. Jones

Walter B. Jones

Hilda L. Solis

Hilda L. Solis

Deirdre

Deirdre

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Muh/M. Hand

Gary C. Keefe

Gary C. Keefe

Gene Allen

John T. Bolayan

Danny K. Davis

Ben Chandler

James E. Taylor

Rolun Emanuel

Jim McDermott

Billy McAllen

Julia Carson

Bob Howard

Sam M. Clark

Ron Kind

Chris Van Hatten

John W. Oliver

Tom Allen

Jim Lehman

Tony Baldri

John J. Mulvey Jr.  
Massachusetts

John B. Ryan  
Butler

Mike Hartigan

Col. C. F. Felt

Ernie L. Engel

Jim Moran

Benny Frank

Rosa de Lauro

Lynn Woolsey

Richard E. Hill

Mr. V. J. Gutierrez

Paul Himmelman

Bill DeLahunta

Bart Gordon

Chaba Fattal

Jack Raboff

Miguel K. Owens

David O. Matsui

Donald Mulayre

Benanti

George Miller

Dale E. Uldae

Edward G. Mackey

Ann Johnson

Pete DeFina

Carolyn B. Mackey

Gene Brown

Paul Anger

Elyah E. Zimmings

Lane Evans

But Sam

E. Davis

Joe E. Brown

W. A. Mear

~~Federman~~

Conradson

S. B. B.

Alfred Hastings

But Bryan

Stewart

Russ Holt

Rail M. Hijab

Marcel H. Marcel

Sam H. H.

Allyn Y. Schatz

Frank Palermo J.

Mike Row

Edw. B. Schiff

John Lewis

Jack Perry

Carolyn McCarthy

Diane E. Watson

Mark Udall

Jim Coia

Stephen J. Finkel

Albert R. Giff

Ted G. Ryan

Rosa Paddy

Mark Foley

John F. Tierney

Wm. Lacy Clay

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