

**Congress of the United States**  
**House of Representatives**

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074

MINORITY (202) 225-5051

<http://oversight.house.gov>

**Statement of Ranking Member Elijah E. Cummings**

**Rep. Connolly Amendment to H.R. 4182,  
the EQUALS Act**

**November 2, 2017**

Mr. Chairman, I strongly support Congressman Connolly's substitute amendment and thank him for his thoughtful work.

This amendment makes a lot of sense.

It would require the Committee to determine whether there is in fact a problem before rushing to a legislative solution.

The amendment would require GAO to analyze the impact of lengthened probationary periods instituted by various agencies—including the Department of Defense—on each agency's ability to deal with poor performers, to improve employee productivity, recruitment, and retention, and accomplish their missions.

GAO also would be required to examine whether certain occupations in the federal government should have probationary periods longer than one year because of their unique challenges.

I strongly believe that we need to take this first step of gathering information before jumping the gun to enact legislation.

This is especially troubling to me since the changes required by the bill would have damaging effects on civil service protections and whistleblower disclosures.

I urge my colleagues to join me in supporting Mr. Connolly's Amendment.

---

Contact: Jennifer Werner, Communications Director, (202) 226-5181.