

End Unfair GPO/WEP Penalties & Strengthen Social Security for All



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We need to expand Social Security benefits, ensure everyone pays their fair share of the payroll tax, and eliminate unfair policies. The Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) deprive more than 2.5 million educators and other public servants of Social Security benefits they have *earned*. That needs to end!

GPO/WEP IMPACT

- ▶ The WEP affects 1.9 million people. It reduces the **Social Security retirement, disability, spousal, or survivor benefits** of people who work in jobs in which they pay Social Security taxes and jobs in which they do NOT pay Social Security taxes—for example, educators who take part-time or summer jobs to make ends meet.
- ▶ The GPO affects nearly 700,000 people. It reduces—or eliminates—the **Social Security spousal or survivor benefits** of people who also get a pension based on federal, state, or local government employment NOT covered by Social Security. Two-thirds of the pension amount is deducted from the Social Security benefit—for someone getting a \$1,500 pension, for example, the Social Security benefit is lowered by \$1,000. More than 70 percent of those affected by the GPO lose their entire spousal or survivor benefit.
- ▶ These offsets **discourage people from becoming educators**, especially those in mid-career who stand to lose Social Security benefits they have already earned. That, in turn, can adversely affect the quality of the education our students receive.

NEA-SUPPORTED BILLS

- ▶ The bipartisan **Social Security Fairness Act** (S. 597/H.R. 82) would fully repeal both the GPO and WEP. The bill has 45 cosponsors in the Senate and 292 in the House.
- ▶ The **Social Security 2100 Act** (S. 2280/H.R. 4583) would repeal the GPO and WEP, increase benefits across the board, and calculate annual cost-of-living adjustments for seniors more accurately. The bill has 36 cosponsors in the Senate and 204 in the House.
- ▶ The **Social Security Expansion Act** (S. 393/H.R. 1046), introduced by Sen. Sanders (I-VT) and Senator Warren (D-MA), and Rep. Janice Schakowsky (D-IL-9), phases out the payroll tax cap, increases benefits, and updates the formula for calculating the annual cost-of-living adjustment.
- ▶ The **Public Servants Protection and Fairness Act of 2023** (H.R. 426), introduced by Rep. Richard Neal (D-MA-1), would provide relief payments of \$150 a month to current WEP retirees, establishes a new, fairer formula and a permanent benefit guarantee.