

119TH CONGRESS
1ST SESSION

H. R. 236

To prohibit certain telework employees from receiving certain annual adjustments to pay schedules, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 7, 2025

Mr. NEWHOUSE (for himself, Mr. NUNN of Iowa, Mr. MEUSER, Mr. WEBER of Texas, Ms. BOEBERT, Mr. TIMMONS, Mr. ELLZEY, Mrs. HINSON, Mr. COLLINS, Ms. MALLIOTAKIS, Mr. CARTER of Georgia, Mr. FINSTAD, and Mr. FLEISCHMANN) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To prohibit certain telework employees from receiving certain annual adjustments to pay schedules, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Employee Re-
5 turn to Work Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) COVERED EMPLOYEE.—The term “covered
9 employee”—

(A) means an employee who teleworks not fewer than 1 day, or in the case of an alternative work schedule, not less than 20 percent, a week; and

(B) does not include an employee who—

(i) teleworks not fewer than 1 day a week; and

(ii) is—

(I) is disabled and receives reasonable accommodations;

(II) a member of the Foreign Service of the United States;

(III) a Federal law enforcement officer;

(IV) a member of the Armed Forces on active duty; or

(V) any other employee, the official worksite of whom is not described in section 531.605(a)(1) of title 5, Code of Federal Regulations (or any corresponding similar regulation or ruling).

(2) EMPLOYEE.—The term “employee” has the meaning given the term in section 2105 of title 5, United States Code.

1 (3) TELEWORK.—The term “telework” has the
2 meaning given the term in section 6501 of title 5,
3 United States Code.

4 **SEC. 3. ANNUAL ADJUSTMENTS TO PAY SCHEDULES.**

5 No covered employee may receive an annual adjust-
6 ment under section 5303 of title 5, United States Code.

7 **SEC. 4. PAY LOCALITIES.**

8 Each covered employee shall be paid at the rate of
9 basic pay under the applicable grade and step for that em-
10 ployee under the locality pay area designated as “Rest of
11 U.S.”—

12 (1) as of the date on which the employee be-
13 comes a covered employee; and

14 (2) which shall not be adjusted under section
15 5304 of title 5, United States Code.

16 **SEC. 5. EFFECTIVE DATE.**

17 This Act shall take effect on the first day of the first
18 full fiscal year beginning after the date of enactment of
19 this Act.

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