

119TH CONGRESS
1ST SESSION

H. R. 2431

To amend title 49, United States Code, to limit mass layoffs of employees of the Federal Aviation Administration within 1 year of a major aviation accident, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2025

Mr. GOTTHEIMER introduced the following bill; which was referred to the Committee on Transportation and Infrastructure

A BILL

To amend title 49, United States Code, to limit mass layoffs of employees of the Federal Aviation Administration within 1 year of a major aviation accident, 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 “Don’t Cut FAA Work-
5 ers Act of 2025”.

1 **SEC. 2. LIMITATION ON MASS LAYOFFS IN EVENT OF**
2 **MAJOR AVIATION ACCIDENT.**

3 (a) IN GENERAL.—Chapter 401 of title 49, United
4 States Code, is amended by adding at the end the fol-
5 lowing:

6 **“§ 40133. Limitation on mass layoffs in event of major**
7 **aviation accident.**

8 “(a) LIMITATION ON MASS LAYOFFS.—Except as
9 provided in subparagraph (b), the Administrator of the
10 Federal Aviation Administration may not carry out, or
11 otherwise facilitate, a mass layoff during the 1-year period
12 following a major aviation accident in air transportation.

13 “(b) CONGRESSIONAL APPROVAL FOR MASS LAY-
14 OFF.—

15 “(1) NOTIFICATION.—Before carrying out a
16 mass layoff described in subsection (a), the Adminis-
17 trator shall submit to Congress notification of such
18 a layoff that includes the number and type of em-
19 ployees proposed to be laid off.

20 “(2) CONGRESSIONAL APPROVAL.—In any case
21 in which, not later than 60 days after receipt of a
22 notification under paragraph (1), Congress enacts a
23 joint resolution approving the proposed mass layoff
24 for which such notification was submitted, the Ad-
25 ministrator may carry out such mass layoff.

26 “(c) DEFINITIONS.—In this section:

1 “(1) MASS LAYOFF.—The term ‘mass layoff’
2 means a reduction in force or other termination of
3 employment that results in a personnel loss during
4 any 90-day period—

5 “(A) of 10 or more employees of the Fed-
6 eral Aviation Administration at a single site of
7 employment, as calculated under paragraph (2);
8 or

9 “(B) of 250 or more employees of the Ad-
10 ministration, irrespective of employment site.

11 “(2) CALCULATION.—The number of employees
12 at a single site of employment who suffer an employ-
13 ment loss shall be calculated in a manner that in-
14 cludes—

15 “(A) all such employees who work at the
16 physical location of the site; and

17 “(B) all such employees who work remotely
18 and—

19 “(i) are assigned to or otherwise asso-
20 ciated with the site;

21 “(ii) receive assignments or training
22 from the site;

23 “(iii) report to a manager associated
24 with the site; or

1 “(iv) whose job loss was a foreseeable
 2 consequence of a reduction in force or
 3 other termination of employment at the
 4 site.

5 “(3) MAJOR AVIATION ACCIDENT.—The term
 6 “major aviation accident” means an aircraft acci-
 7 dent in which a fatal aviation injury occurs.

8 “(4) AIRCRAFT ACCIDENT.—The term ‘aircraft
 9 accident’ means an occurrence associated with the
 10 operation of a civil aircraft that takes place between
 11 the time any individual boards the aircraft with the
 12 intention of flight and the time at which the last in-
 13 dividual disembarks such aircraft in which any indi-
 14 vidual suffers death or serious injury, or in which
 15 the aircraft receives substantial damage.

16 “(5) FATAL AVIATION INJURY.—The term ‘fatal
 17 aviation injury’ means any injury due to an aircraft
 18 accident that results in the death of an individual as
 19 a result of such accident within 30 days of such ac-
 20 cident.”.

21 (b) CLERICAL AMENDMENT.—The analysis for chap-
 22 ter 401 of title 49, United States Code, is amended by
 23 adding at the end the following:

“40133. Limitation on reduction in force.”.

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