

119TH CONGRESS
1ST SESSION

H. R. 3171

To amend title 5, United States Code, to provide that a rule relating to a reduction in force is subject to review under chapter 8 of that title, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 1, 2025

Ms. WATERS (for herself, Mr. CONNOLLY, Mrs. McIVER, Ms. BROWNLEY, Mr. FROST, Ms. MATSUI, Ms. NORTON, Ms. OCASIO-CORTEZ, Ms. TLAIB, and Ms. TOKUDA) introduced the following bill; which was referred to the Committee on the Judiciary, and in addition to the Committee on Rules, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend title 5, United States Code, to provide that a rule relating to a reduction in force is subject to review under chapter 8 of that title, 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 “Reduction in Force
5 Review Act”.

1 **SEC. 2. CONGRESSIONAL REVIEW OF AGENCY REDUCTIONS**
2 **IN FORCE.**

3 Chapter 8 of title 5, United States Code, is amend-
4 ed—

5 (1) in section 801(a)(1)(A)—

6 (A) in clause (ii), by striking “and” at the
7 end;

8 (B) in clause (iii), by striking the period at
9 the end and inserting “; and”; and

10 (C) by adding at the end the following:

11 “(iv) if the rule relates to a reduction in force
12 at the Federal agency that is authorized under sub-
13 chapter I of chapter 35, a detailed justification for
14 the reduction in force, which shall include—

15 “(I) the specific reasons for the reduction
16 in force;

17 “(II) the anticipated impact of the reduc-
18 tion in force on the employees and operations of
19 the Federal agency;

20 “(III) any alternatives to the reduction in
21 force that the Federal agency considered, in-
22 cluding the reasons that the Federal agency re-
23 jected those alternatives;

24 “(IV) a summary of the consultations that
25 the Federal agency has held with—

1 “(aa) employees of the Federal agency
2 who will be affected by the reduction in
3 force; and

4 “(bb) representatives of the employees
5 described in item (aa); and

6 “(V) a summary of how the reduction in
7 force will impact employees of the Federal
8 agency who are veterans.”; and

9 (2) by amending section 804(3) to read as fol-
10 lows:

11 “(3) The term ‘rule’—

12 “(A) has the meaning given the term in
13 section 551; and

14 “(B) includes—

15 “(i) a rule or order relating to a re-
16 duction in force at a Federal agency that
17 is authorized under subchapter I of chap-
18 ter 35; and

19 “(ii) any significant action by a Fed-
20 eral agency that substantially affects the
21 rights or obligations of non-Federal agency
22 parties, such as a workforce restructuring,
23 office closure, or other action by a Federal
24 agency that has a material impact on the

1 employees or operations of the Federal
2 agency.”.

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