

119TH CONGRESS
1ST SESSION

H. R. 5628

To amend title 31, United States Code, to reimburse employees of the Federal Government and the District of Columbia, Federal contractors, and the States for certain costs incurred as a result of a Government shutdown, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 30, 2025

Mr. HORSFORD (for himself, Ms. NORTON, and Ms. ANSARI) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 31, United States Code, to reimburse employees of the Federal Government and the District of Columbia, Federal contractors, and the States for certain costs incurred as a result of a Government shutdown, 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 “Pay Workers What
5 They’ve Earned Act”.

1 **SEC. 2. REIMBURSEMENT FOR INDIVIDUALS AFFECTED BY**
2 **GOVERNMENT SHUTDOWNS.**

3 Section 1341 of title 31, United States Code, is
4 amended by adding at the end the following:

5 “(d)(1) In this subsection—

6 “(A) the term ‘covered employee’ means—

7 “(i) any employee of the United States
8 Government or of a District of Columbia public
9 employer furloughed as a result of a lapse in
10 appropriations;

11 “(ii) any excepted employee who is re-
12 quired to perform work during such lapse; and

13 “(iii) any contractor with the Federal Gov-
14 ernment (or an employee of such contractor)
15 placed on unpaid leave as a result of such lapse;

16 “(B) the term ‘shutdown cost’ means any cost
17 incurred by a covered employee as a direct result of
18 a lapse in appropriations, including expenses for
19 loans and credit cards, and any fees, fine, or interest
20 resulting from the employees inability to make pay-
21 ments as a direct result of a loss in salary due to
22 such lapse;

23 “(C) the terms ‘District of Columbia public em-
24 ployer’, ‘employee’, and ‘excepted employee’ have the
25 meaning given those terms in subsection (c); and

1 “(D) the term ‘State’ means any of the 50
2 States, the District of Columbia, the Commonwealth
3 of Puerto Rico, Guam, the Virgin Islands, American
4 Samoa, the Commonwealth of the Northern Mariana
5 Islands, and any territory or possession of the
6 United States, and includes Indian Tribes.

7 “(2)(A) With respect to the lapse in appropriations
8 beginning on or about October 1, 2025, each covered em-
9 ployee shall be paid for any shutdown cost at the earliest
10 date possible after the date of enactment of this sub-
11 section, and subject to the enactment of appropriations
12 Acts ending the lapse.

13 “(B) With respect to any other lapse in appropria-
14 tions of a duration of 14 days or longer occurring after
15 the lapse in appropriations described in subparagraph (A),
16 any covered employee shall, subject to the availability of
17 appropriations, be paid for any shutdown cost at the ear-
18 liest date possible after the lapse in appropriations ends.

19 “(3)(A) Any State that makes an expenditure of
20 State funds for payments for assistance programs that
21 would be, but for a lapse in appropriations of a duration
22 of 14 days or longer (including the lapse described in sub-
23 paragraph (A)), provided by the Federal Government shall
24 be reimbursed for such payments not later than 90 days
25 after the lapse in appropriations ends.

1 “(B) This paragraph shall not apply to any State ex-
2 penditure with respect to which reimbursement is provided
3 by the Federal Government under any other provision of
4 law, including unemployment compensation.

5 “(4)(A) In order to receive reimbursement under
6 paragraph (2) or (3), a covered employee or State (as the
7 case may be) shall submit an application to the Secretary
8 of the Treasury, in such form and manner as the Sec-
9 retary deems appropriate, not later than 1 year after the
10 applicable lapse in appropriations ends.

11 “(B) The Secretary shall determine what documenta-
12 tion shall be included with such an application to verify
13 the shutdown costs or expenditure submitted by a covered
14 employee or a State, respectively.

15 “(C) Upon approval by the Secretary, reimbursement
16 shall be provided to the covered employee or State, con-
17 sistent with the requirements of this subsection.

18 “(5)(A) There is established in the general fund of
19 the Treasury a fund, to be known as the ‘Reserve Fund
20 for Employees Affected By Government Shutdowns’ (in
21 this paragraph referred to as the ‘Fund’), which shall con-
22 sist of amounts appropriated into the Fund after the date
23 of enactment of this subsection.

24 “(B) Subject to the availability of appropriations,
25 amounts in the Fund shall be available for purposes of

- 1 paying the shutdown costs of any covered employee during
- 2 a lapse in appropriations beginning after the lapse re-
- 3 ferred to in paragraph (2)(A).”.

