

119TH CONGRESS
1ST SESSION

H. R. 5657

To provide back pay to Federal contractors, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 30, 2025

Ms. PRESSLEY (for herself, Mr. NORCROSS, Ms. NORTON, Ms. ANSARI, Ms. BALINT, Ms. BARRAGÁN, Mrs. BEATTY, Mr. BEYER, Ms. BONAMICI, Ms. BROWN, Ms. BUDZINSKI, Mr. CASAR, Mr. CASTEN, Ms. CASTOR of Florida, Ms. CLARKE of New York, Mr. CLEAVER, Mr. DAVIS of Illinois, Ms. DEGETTE, Ms. DELBENE, Ms. ELFRETH, Ms. ESCOBAR, Mr. ESPAILLAT, Mr. EVANS of Pennsylvania, Mr. FIELDS, Mrs. FLETCHER, Mr. GARCÍA of Illinois, Ms. GARCIA of Texas, Mr. GOLDMAN of New York, Mr. GREEN of Texas, Mr. HORSFORD, Mr. JACKSON of Illinois, Ms. JAYAPAL, Mr. NADLER, Mr. KENNEDY of New York, Mr. LANDSMAN, Mr. LARSON of Connecticut, Mr. LYNCH, Ms. MATSUI, Ms. MCCLELLAN, Ms. MCCOLLUM, Mr. MOULTON, Mr. MULLIN, Ms. OCASIO-CORTEZ, Mr. PETERS, Ms. PETTERSEN, Ms. PINGREE, Ms. PLASKETT, Mrs. RAMIREZ, Mr. RASKIN, Ms. RIVAS, Mr. RUIZ, Ms. SCHAKOWSKY, Mr. SHERMAN, Ms. SIMON, Ms. STANSBURY, Mr. SUBRAMANYAM, Mr. SWALWELL, Mr. THANEDAR, Mr. THOMPSON of Mississippi, Ms. TLAIB, Ms. TOKUDA, Mr. TONKO, Mrs. TRAHAN, Mr. TRAN, Ms. UNDERWOOD, Mr. VARGAS, Mr. VEASEY, Ms. VELÁZQUEZ, Ms. WATERS, Mrs. WATSON COLEMAN, Ms. WILLIAMS of Georgia, Ms. MOORE of Wisconsin, Mr. CASTRO of Texas, Mrs. CHERFILUS-McCORMICK, Ms. MCBRIDE, Mr. MCGOVERN, Mr. WALKINSHAW, Ms. BYNUM, and Mr. AUCHINCLOSS) introduced the following bill; which was referred to the Committee on Appropriations, and in addition to the Committee on Oversight and Government Reform, 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 provide back pay to Federal contractors, 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 “Fair Pay for Federal
5 Contractors Act of 2025”.

6 **SEC. 2. APPROPRIATION.**

7 There is hereby appropriated, out of any money in
8 the Treasury not otherwise appropriated, for the fiscal
9 year ending September 30, 2026, such sums as may be
10 necessary for each Federal agency subject to the lapse in
11 appropriations that began on or about October 1, 2025,
12 and any subsequent lapse in appropriations occurring dur-
13 ing fiscal year 2026 for adjustments in the price of con-
14 tracts of such agency under section 3: *Provided that*, such
15 sums shall be available for such purposes until December
16 31, 2026.

17 **SEC. 3. BACK COMPENSATION FOR EMPLOYEES OF GOV-**
18 **ERNMENT CONTRACTORS IN CONNECTION**
19 **WITH THE LAPSE IN APPROPRIATIONS.**

20 (a) BACK COMPENSATION.—

21 (1) IN GENERAL.—Each Federal agency subject
22 to the lapse in appropriations shall adjust the price

1 of any contract of such agency for which the con-
2 tractor suspended, delayed, or interrupted all or part
3 of the work of such contract, or stopped all or any
4 part of the work called for in such contract, as a re-
5 sult of the lapse in appropriations to compensate the
6 contractor for reasonable costs incurred—

7 (A) to provide compensation, at an employ-
8 ee's standard rate of compensation, to any em-
9 ployee who was furloughed or laid off, or who
10 was not working, who experienced a reduction
11 of hours, or who experienced a reduction in
12 compensation, as a result of the lapse in appro-
13 priations (for the period of the lapse); or

14 (B) to restore paid leave taken by any em-
15 ployee during the lapse in appropriations, if the
16 contractor required or permitted employees to
17 use paid leave as a result of the lapse in appro-
18 priations.

19 (2) ADJUSTMENT NOTWITHSTANDING CON-
20 TRACT TERMS.—An adjustment may be made under
21 this subsection for costs incurred as described in
22 paragraph (1) regardless of whether the contract
23 concerned provides for, or otherwise prohibits, the
24 contractor to incur such costs or receive such an ad-
25 justment for incurring such costs.

1 (b) LIMITATION ON AMOUNT OF WEEKLY COM-
2 PENSATION COVERED BY ADJUSTMENT.—The maximum
3 amount of weekly compensation of an employee for which
4 an adjustment may be made under subsection (a) may not
5 exceed the lesser of—

6 (1) the employee’s actual weekly compensation;

7 or

8 (2) \$1,442 (or an appropriate lesser amount
9 pro-rated for an employee who works less than 40
10 hours per week).

11 (c) SCOPE OF ADJUSTMENT AUTHORITY.—

12 (1) ADJUSTMENT ONLY FOR COSTS ACTUALLY
13 INCURRED.—An adjustment may be made under
14 subsection (a) only for costs actually incurred by a
15 contractor as described in paragraph (1) of that sub-
16 section.

17 (2) PROOF OF PROVISION OF COMPENSATION.—

18 A contractor seeking an adjustment under sub-
19 section (a) shall provide the head of the Federal
20 agency concerned such evidence of the costs incurred
21 by the contractor as described in paragraph (1) of
22 that subsection as the head of the agency, in con-
23 sultation with the Administrator of the Office of
24 Federal Procurement Policy, considers appropriate.

1 (d) TIMING OF ADJUSTMENTS.—The adjustments re-
2 quired by subsection (a) shall be made as soon as prac-
3 ticable after the date of the enactment of this Act.

4 (e) REPORT.—

5 (1) IN GENERAL.—Not later than one year
6 after the date of the enactment of this Act, the Ad-
7 ministrator of the Office of Federal Procurement
8 Policy shall submit to the appropriate committees of
9 Congress and make publicly available a report on the
10 adjustments made under subsection (a).

11 (2) ELEMENTS.—The report required by para-
12 graph (1) shall set forth the following:

13 (A) Each Federal agency described in
14 paragraph (1) of subsection (a) that made ad-
15 justments required by that subsection.

16 (B) For each agency, the following:

17 (i) The total number of contractor
18 and subcontractor employees working for
19 such agency as of the commencement of
20 the lapse in appropriations described in
21 subsection (a)(1).

22 (ii) The total number of contractor
23 employees covered by clause (i) who were
24 furloughed, laid off, or did not work as a
25 result of the lapse in appropriations.

1 (iii) The total number, if any, of em-
2 ployees covered by clause (ii) who received
3 back compensation in connection with the
4 furlough, lay off, or cessation of work.

5 (iv) The total number, if any, of em-
6 ployees covered by clause (ii) who were re-
7 quired or permitted to use paid leave in
8 place of the furlough, lay off, or cessation
9 of work.

10 (v) The total number, if any, of em-
11 ployees covered by clause (ii) who received
12 back compensation equal to such employ-
13 ees' actual weekly compensation in connec-
14 tion with the furlough, lay off, or cessation
15 of work.

16 (vi) The total number, if any, of em-
17 ployees covered by clause (ii) who received
18 back compensation that was subject to the
19 limitation in subsection (b).

20 (f) DEFINITIONS.—In this section:

21 (1) The term “appropriate committees of Con-
22 gress” means—

23 (A) the Committee on Homeland Security
24 and Governmental Affairs of the Senate; and

1 (B) the Committee on Oversight and Gov-
2 ernment Reform of the House of Representa-
3 tives.

4 (2) The term “compensation” has the meaning
5 given that term in section 6701(1) of title 41,
6 United States Code.

7 (3) The term “employee” means the following:

8 (A) A “service employee” as that term is
9 defined in section 6701(3) of title 41, United
10 States Code, except that the term also includes
11 service employees described in subparagraph
12 (B) or (C) of that section notwithstanding such
13 subparagraph.

14 (B) A “laborer or mechanic” covered by
15 section 3142 of title 40, United States Code.

16 **SEC. 4. AUTHORIZATION OF APPROPRIATIONS.**

17 There are authorized to be appropriated such sums
18 as may be necessary for each Federal agency subject to
19 a lapse in appropriations for adjustments in the price of
20 contracts of such agency under section 3.

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