

119TH CONGRESS
1ST SESSION

S. 3141

To prohibit Executive agencies from carrying out a reduction in force, or any similar effort, during any period during which there is a lapse in appropriations, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 6, 2025

Mr. WARNER (for himself, Mr. VAN HOLLEN, Mr. SCHUMER, Ms. HIRONO, Mr. KAINE, Ms. ALSOBROOKS, Mr. BLUMENTHAL, Ms. DUCKWORTH, Mr. KIM, and Mr. WYDEN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To prohibit Executive agencies from carrying out a reduction in force, or any similar effort, during any period during which there is a lapse in appropriations, 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 “Securing Assurance
5 for Federal Employees Act” or the “SAFE Act”.

1 **SEC. 2. PROHIBITION ON CARRYING OUT A REDUCTION IN**
2 **FORCE DURING GOVERNMENT SHUTDOWN.**

3 (a) DEFINITION.—In this section, the term “Execu-
4 tive agency” has the meaning given the term in section
5 105 of title 5, United States Code.

6 (b) PROHIBITION.—During a period during which
7 there is a lapse in appropriations with respect to an Exec-
8 utive agency, that Executive agency may not use the funds
9 made available by any Act to propose, notice, initiate, exe-
10 cute, implement, or take any other action relating to a
11 reduction in force, or relating to any similar effort, to re-
12 duce the number of employees employed by that or an-
13 other Executive agency.

14 (c) REMEDY.—With respect to any reduction in force
15 (or similar effort) proposed, noticed, initiated, executed,
16 implemented, or otherwise taken by an Executive agency
17 in violation of subsection (b), including such an action
18 taken with respect to a reduction in force (or similar ef-
19 fort) at any time during the period beginning on October
20 1, 2025, and ending on the day before the date of enact-
21 ment of this Act, that reduction in force (or similar effort)
22 shall have no force or effect.

23 (d) RULE OF CONSTRUCTION.—Nothing in this sec-
24 tion may be construed to affect a voluntary separation
25 payment offered to an employee under section 3523 of title
26 5, United States Code.

- 1 (e) RETROACTIVE EFFECTIVE DATE.—This section
- 2 shall take effect as if enacted on September 30, 2025.

