

118TH CONGRESS
2D SESSION

H. R. 10324

To amend title 5, United States Code, to address telework for Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 6, 2024

Mr. OGLES introduced the following bill; which was referred to the Committee on Oversight and Accountability

A BILL

To amend title 5, United States Code, to address telework for Federal employees, 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 “Show Up to Work
5 Act”.

6 **SEC. 2. TELEWORK.**

7 (a) IN GENERAL.—Section 6502(b)(2) of title 5,
8 United States Code, is amended—

9 (1) in subsection (A), by striking “and” at the
10 end; and

1 (2) by adding at the end the following:

2 “(C) shall be reviewed on a quarterly basis
3 and be subject to the approval of the head of
4 the executive agency; and

5 “(D) provides that an employee may not
6 telework for more than 25 percent of the work-
7 days of the employee per pay period, except
8 that this limitation may be waived by the head
9 of the executive agency on an individual basis
10 if the head of the agency certifies in writing to
11 the House Committee on Oversight and Ac-
12 countability and the Senate Committee on
13 Homeland Security and Government Affairs
14 that additional telework for that individual will
15 improve agency efficiency and performance and
16 provides in writing to the committees an expla-
17 nation of why it will do so in that employee’s
18 case.”.

19 (b) RULE OF CONSTRUCTION.—Nothing in this Act
20 shall be construed to provide any employee with a right
21 to telework or to prohibit the head of any agency from
22 further restricting telework.

1 (c) EFFECTIVE DATE.—The amendments made in
2 subsection (a) shall take effect on the date that is 180
3 days after the date of enactment of this Act.

○