

## List of Federal Employee Bills – 115<sup>th</sup> Congress

November 6, 2017

### Good bills

1. [H.R. 757/S. 255](#) – Federal Adjustment of Income Rates Act (FAIR Act)/Untitled in Senate, sponsored by Rep. Connolly (D-VA) and Sen. Schatz (D-HI)

Increases the rates of pay under the statutory pay systems and for prevailing rate employees by 3.2 percent.

2. [H.R. 657](#) – Follow the Rules Act, sponsored by Rep. Duffy (R-WI). Passed the House unanimously and signed by the president on June 14

Extends certain protections against prohibited personnel practices, including whistleblowing. Federal employees pressured by their superiors to violate a rule or regulation instituted by the executive branch (as opposed to law passed by Congress) are afforded protections from retaliation when they refuse. Thus the rule or regulation is given the same legal weight as federal law when it comes to whistleblower protections for federal employees.

3. [S. 29](#) – Fair RETIRE ACT, sponsored by Sen. Tester (D-MT) and Sen. Collins (R-ME)

Permits disabled Federal employees to receive retirement benefits in the same manner as if they had not been disabled.

4. [S. 861](#) – Provides back pay for federal employees during a government shutdown, introduced by Sen. Cardin (D-MD)

5. [H.R. 702](#) – Federal Employee Antidiscrimination Act of 2017, sponsored by Rep. Cummings (D-MD). Passed the House on July 12

Strengthens Federal antidiscrimination laws enforced by the Equal Employment Opportunity Commission and expands accountability within the Federal Government.

6. [S. 2683](#) – Federal Aviation Administration Veteran Transition Improvement Act of 2016, sponsored by Sen. Hirono (D-HI) – Became Public Law No: 114-242 in October 2016

Applies to federal civil service requirements to leave used by disabled armed forces veterans in the personnel management system of the Federal Aviation Administration (FAA) . . . employee shall certify to FAA Human Resource Management that the employee used that leave for purposes of being furnished treatment for that disability by a health care provider.

7. [H.R. 20](#) – Government By the People Act of 2017, sponsored by Rep. Sarbanes (D-MD)

Reforms the financing of congressional elections by broadening participation by small dollar donors.

8. [H.R. 980/S. 336](#) – VA Employee Fairness Act of 2017, sponsored by Rep. Takano (D-CA) and Sen. Brown (D-OH)

Repeals provisions excluding any matter or question concerning professional conduct or competence, peer review, or the establishment, determination, or adjustment of employee compensation from the applicability of collective bargaining rights for Veterans Health Administration employees.

9. [H.R. 1205](#) – Social Security Fairness Act of 2017, sponsored by Rep. Davis (R-IL)

Repeals the government pension offset requirement applicable to and reducing . . . benefits . . . with respect to federal, state, or local government employees who receive a government pension and did not pay Social Security taxes during their years of government service, and so did not earn entitlement to Social Security benefits for those years.

10. [H.R. 274/S. 78](#) – Modernizing Government Travel Act, sponsored by Rep. Moulton (D-MA) and Sen. Mike Lee (R-UT)

Requires the General Services Administration (GSA) to prescribe regulations to provide for the reimbursement of federal employees traveling on official business for the use of a transportation network company (e.g., Uber or Lyft) or innovative mobility technology.

11. [S. 585](#) – Dr. Christopher Kirkpatrick Whistleblower Protection Act of 2017, introduced by Sens. Johnson (R-WI) and Ernst (R-IA)

Prohibits any employee who has the authority to take a personnel action to access the medical records of another employee or applicant for employment, authorizes disciplinary action against supervisors for retaliation against whistleblowers.

## **Bad bills**

1. [H.R. 396](#) – Tax Accountability Act of 2017, sponsored by Rep. Chaffetz (R-UT)

Stipulates that individuals having seriously delinquent tax debts shall be ineligible for Federal employment.

2. [H.R. 6278](#) – Promote Accountability and Government Efficiency (PAGE) Act, sponsored by Rep. Rokita (R-IN)

Requires civil service employees to be hired on an at-will basis . . . Such an employee may be removed or suspended from service by the agency head for good cause, bad cause, or no cause at all, without notice or right to appeal.

3. [H.R. 559](#) – Modern Employment Reform, Improvement, and Transformation (MERIT) Act of 2017, sponsored by Rep. Loudermilk (R-GA)

Provides the head of an agency greater authority to terminate employees if the head determines that performance or misconduct warrants removal.

4. [H.R. 295](#) – Rebalance for an Effective Defense Uniformed and Civilian Employees (REDUCE) Act – sponsored by Rep. Calvert (R-CA)

Limits full-time positions in the Department of Defense (DOD), in each of FY 2024 – FY 2028 . . . DOD is authorized to offer voluntary separation incentive and voluntary early retirement payments to achieve the reductions but must use involuntary measures, beginning on October 1, 2018, to achieve required reductions in personnel levels if voluntary measures are inadequate.

5. [H.R. 57/58/59](#) – Cuts across the board for non-defense spending, sponsored by Rep. Blackburn (R-TN)

6. [S. 57](#) – Requires the Secretary of Veterans Affairs to revoke bonuses paid to employees involved in electronic wait list manipulations, and for other purposes – sponsored by Sen. Cassidy (R-LA)

7. [H.R. 1364](#) – Official Time Reform Act of 2017, sponsored by Rep. Hice (R-GA)

Any days in which an employee spends a majority on official time are prevented from counting toward their retirement annuity.

8. [H.R. 1385](#) – Limits recruitment and retention bonuses for employees who spend certain durations of time on official time, and for other purposes – sponsored by Rep. Foxx (R-NC)

9. [H.R. 1367](#) – Gives the Secretary of Veterans Affairs authority to hire and retain physicians and other employees of the VA – sponsored by Rep. Wenstrup (R-OH) – Passed House [412-0](#), received in Senate on March 21, 2017

10. [H.R. 1461](#) – Requires the Secretary of Veterans Affairs to submit an annual report to Congress relating to the use of official time by VA employees, and to limit the instances in which official time may be granted for certain purposes – sponsored by Rep. Arrington (R-TX)

11. [H.R. 27](#) – Ensuring VA Employee Accountability Act, sponsored by Rep. Costello (R-PA) – Received in Senate in January 2017

Requires the VA to retain a copy of any reprimand or admonishment received by a VA employee in the employee's permanent record.

12. [H.R. 611/S. 152](#) – VA Accountability First and Appeals Modernization Act of 2017, sponsored by Rep. Lamborn (R-CO) and Sen. Rubio (R-FL)

13. [S. 1094](#) – Department of Veterans Affairs Accountability and Whistleblower Protection Act of 2017, sponsored by Sen. Rubio (R-FL) (passed and signed into law on June 23, 2017)

14. [H.R. 69](#) – Thoroughly Investigating Retaliation Against Whistleblowers Act, sponsored by Rep. Blum (R-IA) – Received in Senate in January 2017

15. [H.R. 745](#) – Federal Records Modernization Act of 2017, sponsored by Rep. Meadows (R-NC)

Creates a process for the suspension and removal of federal employees if an agency inspector general determines that they have: (1) willfully and unlawfully concealed, removed, mutilated, obliterated, falsified, or destroyed any record, proceeding, or other thing in their custody; or (2) violated prohibitions against creating or sending records using nonofficial electronic messaging accounts.

16. [H.R. 336](#) – Transit Benefits Modernization Act, sponsored by Rep. Meadows (R-NC)

Amends the Internal Revenue Code to treat the use of a transportation network company by federal employees during the period beginning on the date of enactment of this bill and ending on December 31, 2018, as a qualified transportation fringe benefit that is excluded from an employee's gross income.

17. [H.R. 31](#) – Federal Sunset Act of 2017, sponsored by Rep. Hudson (R-NC)

Establishes the Federal Agency Sunset Commission to: (1) submit to Congress a schedule for review . . . of the abolishment or reorganization of each federal executive agency, including advisory committees; (2) review and evaluate the efficiency and public need for each agency using specified criteria; (3) recommend whether each agency should be abolished or reorganized; and (4) report to Congress on all legislation introduced that would establish a new agency or a new program to be carried out by an existing agency.

18. [H.R. 1259](#) (passed [237 - 178](#))/[S. 493](#) – VA Accountability First Act of 2017, sponsored by Rep. Roe (R-TN) and Sen. Rubio (R-TX)

Allows for greater authority to remove or demote employees based on performance or misconduct.

19. [H.R. 320](#) – Gives members of the United States Capitol Police the option to delay mandatory retirement until age 60 – sponsored by Rep. Capuano (D-MA)
20. [H.R. 1643](#) – Provides agency heads with additional authority to discipline Federal employees, and for other purposes – introduced by Rep. Yoho (R-FL)
21. [S. 1477](#) – “Prohibits the use of official time for labor organizing activities by employees of the Department of Veterans Affairs unless all veterans seeking hospital care or medical services from the Department are able to schedule their appointments within the wait-time goals of the Veterans Health Administration,” introduced by Sen. Flake (R-AZ)
22. [H.R. 2775](#) – Requires that lists of employees eligible to vote in organizing elections be provided to the National Labor Relations Board, sponsored by Rep. Wilson (R-SC)
23. [H.R. 2776](#) – Workforce Democracy and Fairness Act, sponsored by Rep. Walberg (R-MI)

Rolls back NLRB rule that shortens the timeframe from when the board authorizes a workplace vote on unionizing to when the vote is scheduled. The bill would allow the vote to take place no earlier than 35 days after authorization, and specifies that the vote must involve the entire workplace.

24. [S. 1887](#) – Direct Hire of Students and Recent Graduates Act of 2017, introduced by Sen. Lankford (R-OK)

Provides direct and quick federal agency hire authority for qualified college graduates, students, or veterans in OPM’s professional or administrative occupational category at the GS-11 level or below. Currently federal agencies struggle to recruit the next generation of federal employees and compete with the private sector for talent.

25. [S. 1886](#) – Temporary and Term Appointments Act of 2017, introduced by Sen. Lankford (R-OK)

Gives agencies the flexibility to fill key skills gaps without going through the extensive formal hiring process for time-limited temporary (less than a year) and term appointments (between one and five years). Agencies will be able to use this flexibility to quickly fill critical skills gaps for time-limited projects and assignments.

26. [S. 1888](#) – Voluntary Separation Incentive Payment Adjustment Act of 2017, introduced by Sen. Lankford (R-OK)

Provides the federal government with an effective tool to restructure and reduce the size of its workforce by improving early employee retirement and voluntary separation incentives and packages.

**27. Asset and Infrastructure Review Act of 2017 (no bill number yet)**

"Requires the VA secretary to assess the department's current capacity to provide health care in each of its networks and ultimately recommend facilities to close, modernize or realign. The secretary would by November 2018 pass those suggestions along to a presidentially-appointed, Senate-confirmed commission. That panel would submit its recommendations on to the president the following year, who would then have two weeks to approve of the plan in full, in part or reject it altogether. Congress would then have 45 days to vote down the plan or it would automatically go into effect."

**28. [H.R. 3200](#) – Taxpayer-Funded Pension Disclosure Act, introduced by Rep. DeSantis (R-FL)**

Requires pension records for federal employees to be disclosed through the Freedom of Information Act.

**29. Expansion of [Public Law No. 115-41](#) (formerly S. 1094, which was signed into law on June 23, 2017) to cover other federal agencies, [proposed](#) by Rep. Wenstrup (R-OH) and Rep. Loudermilk (R-GA)**

Seeks to grant to the heads of federal agencies expanded authority similar to that afforded to the VA Secretary under P.L. 115-41 (S. 1094 - Department of Veterans Affairs Accountability and Whistleblower Protection Act of 2017).

**30. [H.R. 4182](#) – Ensuring a Qualified Civil Service (EQUALS) Act of 2017, introduced by Rep. Comer (R-KY)**

"Establishes a two-year probationary period after the conclusion of formal training for appointments in the competitive service and initial appointments as a supervisor or a manager. Establishes a two-year probationary period for initial appointments to the Senior Executive Service."

## **Postal bills**

**1. [H.R. 756](#) – Postal Service Reform Act of 2017, sponsored by Rep. Chaffetz (R-UT)**

“To restore the financial solvency and improve the governance of the United States Postal Service in order to ensure the efficient and affordable nationwide delivery of mail, and for other purposes.”

2. [H. Res. 31](#) – Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012, sponsored by Rep. McKinley (R-WV)
3. [H. Res. 15](#) – Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service, sponsored by Rep. Graves (R-MO)
4. [H. Res. 28](#) – Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers, sponsored by Rep. Susan Davis (D-CA)
5. [H.R. 760](#) – Postal Service Financial Improvement Act of 2017, sponsored by Rep. Lynch (D-MA)
6. [H.R. 942](#) – Postal Employee Appeal Rights Amendments Act, sponsored by Rep. Connolly (D-VA)
7. [H.R. 946](#) – Universal Right to Vote by Mail Act of 2017, sponsored by Rep. Susan Davis (D-CA)