

## HR 236

### Federal Employee Return to Work Act

**Congress:** 119 (2025–2027, Current)

**Chamber:** House

**Policy Area:** Government Operations and Politics

**Introduced:** Jan 7, 2025

**Current Status:** Referred to the House Committee on Oversight and Government Reform.

**Latest Action:** Referred to the House Committee on Oversight and Government Reform. (Jan 7, 2025)

**Official Text:** <https://www.congress.gov/bill/119th-congress/house-bill/236>

### Sponsor

**Name:** Rep. Newhouse, Dan [R-WA-4]

**Party:** Republican • **State:** WA • **Chamber:** House

### Cosponsors (21 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Boebert, Lauren [R-CO-4]	R · CO		Jan 7, 2025
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Jan 7, 2025
Rep. Collins, Mike [R-GA-10]	R · GA		Jan 7, 2025
Rep. Ellzey, Jake [R-TX-6]	R · TX		Jan 7, 2025
Rep. Finstad, Brad [R-MN-1]	R · MN		Jan 7, 2025
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Jan 7, 2025
Rep. Hinson, Ashley [R-IA-2]	R · IA		Jan 7, 2025
Rep. Malliotakis, Nicole [R-NY-11]	R · NY		Jan 7, 2025
Rep. Meuser, Daniel [R-PA-9]	R · PA		Jan 7, 2025
Rep. Nunn, Zachary [R-IA-3]	R · IA		Jan 7, 2025
Rep. Timmons, William R. [R-SC-4]	R · SC		Jan 7, 2025
Rep. Weber, Randy K. Sr. [R-TX-14]	R · TX		Jan 7, 2025
Rep. Ciscomani, Juan [R-AZ-6]	R · AZ		Jan 9, 2025
Rep. Fallon, Pat [R-TX-4]	R · TX		Jan 9, 2025
Rep. LaMalfa, Doug [R-CA-1]	R · CA		Jan 9, 2025
Rep. Rogers, Harold [R-KY-5]	R · KY		Jan 9, 2025
Rep. Barrett, Tom [R-MI-7]	R · MI		Jan 15, 2025
Rep. Harris, Andy [R-MD-1]	R · MD		Jan 15, 2025
Rep. Hudson, Richard [R-NC-9]	R · NC		Jan 15, 2025
Rep. Kelly, Mike [R-PA-16]	R · PA		Jan 21, 2025
Rep. Harrigan, Pat [R-NC-10]	R · NC		Feb 5, 2025

### Committee Activity

Committee	Chamber	Activity	Date
Oversight and Government Reform Committee	House	Referred To	Jan 7, 2025

## Subjects & Policy Tags

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### Policy Area:

Government Operations and Politics

### Related Bills

Bill	Relationship	Last Action
119 S 27	Identical bill	Jan 7, 2025: Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

### Summary (as of Jan 7, 2025)

#### Federal Employee Return to Work Act

This bill prohibits providing certain annual or locality-based pay increases to teleworking federal employees.

Currently, federal law mandates annual adjustments to General Schedule (GS) pay rates according to (1) a formula based on the annual percentage change in the Employment Cost Index (a measure of labor costs in the private sector); and (2) the difference between public and private sector pay rates in an employee's locality, if that difference exceeds 5%. For example, in 2025, the default annual rate of pay for a GS-7 (step 1) employee is \$49,960; the adjusted annual rate of pay for a GS-7 (step 1) employee in the locality pay area that includes Washington, DC, is \$57,164.

The bill makes executive agency employees who telework at least one day each week (or, in the case of an alternative work schedule, 20% or more each week) ineligible for these payments.

The bill is effective on the first day of the fiscal year beginning after the bill's enactment.

### Actions Timeline

- **Jan 7, 2025:** Introduced in House
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- **Jan 7, 2025:** Referred to the House Committee on Oversight and Government Reform.
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