

S 2963

Fair Pay for Federal Contractors Act of 2025

Congress: 119 (2025–2027, Current)

Chamber: Senate

Policy Area: Government Operations and Politics

Introduced: Oct 1, 2025

Current Status: Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

Latest Action: Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (Oct 1, 2025)

Official Text: <https://www.congress.gov/bill/119th-congress/senate-bill/2963>

Sponsor

Name: Sen. Smith, Tina [D-MN]

Party: Democratic • **State:** MN • **Chamber:** Senate

Cosponsors (35 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Alsobrooks, Angela D. [D-MD]	D · MD		Oct 1, 2025
Sen. Baldwin, Tammy [D-WI]	D · WI		Oct 1, 2025
Sen. Blumenthal, Richard [D-CT]	D · CT		Oct 1, 2025
Sen. Blunt Rochester, Lisa [D-DE]	D · DE		Oct 1, 2025
Sen. Booker, Cory A. [D-NJ]	D · NJ		Oct 1, 2025
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Oct 1, 2025
Sen. Duckworth, Tammy [D-IL]	D · IL		Oct 1, 2025
Sen. Durbin, Richard J. [D-IL]	D · IL		Oct 1, 2025
Sen. Fetterman, John [D-PA]	D · PA		Oct 1, 2025
Sen. Gallego, Ruben [D-AZ]	D · AZ		Oct 1, 2025
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Oct 1, 2025
Sen. Heinrich, Martin [D-NM]	D · NM		Oct 1, 2025
Sen. Hirono, Mazie K. [D-HI]	D · HI		Oct 1, 2025
Sen. Kaine, Tim [D-VA]	D · VA		Oct 1, 2025
Sen. Kelly, Mark [D-AZ]	D · AZ		Oct 1, 2025
Sen. Kim, Andy [D-NJ]	D · NJ		Oct 1, 2025
Sen. King, Angus S., Jr. [I-ME]	I · ME		Oct 1, 2025
Sen. Klobuchar, Amy [D-MN]	D · MN		Oct 1, 2025
Sen. Luján, Ben Ray [D-NM]	D · NM		Oct 1, 2025
Sen. Markey, Edward J. [D-MA]	D · MA		Oct 1, 2025
Sen. Merkley, Jeff [D-OR]	D · OR		Oct 1, 2025
Sen. Padilla, Alex [D-CA]	D · CA		Oct 1, 2025
Sen. Rosen, Jacky [D-NV]	D · NV		Oct 1, 2025
Sen. Sanders, Bernard [I-VT]	I · VT		Oct 1, 2025
Sen. Schatz, Brian [D-HI]	D · HI		Oct 1, 2025
Sen. Schiff, Adam B. [D-CA]	D · CA		Oct 1, 2025
Sen. Shaheen, Jeanne [D-NH]	D · NH		Oct 1, 2025
Sen. Van Hollen, Chris [D-MD]	D · MD		Oct 1, 2025
Sen. Warner, Mark R. [D-VA]	D · VA		Oct 1, 2025
Sen. Warren, Elizabeth [D-MA]	D · MA		Oct 1, 2025
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Oct 1, 2025
Sen. Wyden, Ron [D-OR]	D · OR		Oct 1, 2025
Sen. Slotkin, Elissa [D-MI]	D · MI		Oct 3, 2025
Sen. Murphy, Christopher [D-CT]	D · CT		Oct 28, 2025
Sen. Welch, Peter [D-VT]	D · VT		Nov 3, 2025

Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Referred To	Oct 1, 2025

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
119 HR 5657	Identical bill	Sep 30, 2025: 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.

Summary (as of Oct 1, 2025)

Fair Pay for Federal Contractors Act of 2025

This bill provides back pay to employees of federal contractors who lost pay due to a lapse in appropriations (i.e., government shutdown) in FY2026.

Specifically, the bill provides appropriations for federal agencies that are subject to a lapse in appropriations in FY2026 to adjust the price of contracts to compensate federal contractors for providing back pay to employees who were affected by the lapse in appropriations.

The agencies must adjust the price of any contract for which the contractor stopped, suspended, delayed, or interrupted all or part of the work under the contract due to the lapse in appropriations. The price adjustment must compensate the contractor for reasonable costs incurred to (1) compensate employees who were furloughed or laid off, were not working, or experienced a reduction of hours or compensation due to the lapse in appropriations; or (2) restore paid leave taken by employees during the lapse in appropriations if the contractor required or permitted employees to use paid leave as a result of the lapse in appropriations.

The maximum amount of weekly compensation of an employee for which an adjustment may be made under this bill may not exceed the lesser of (1) the employee's actual weekly compensation, or (2) \$1,442 (or a lesser amount pro-rated for an employee who works less than 40 hours per week).

The bill also requires the Office of Federal Procurement Policy to submit a report to Congress on the adjustments made under this bill.

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