

HR 357

Back to Work Act

Congress: 119 (2025–2027, Current)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Jan 13, 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 13, 2025)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/357>

Sponsor

Name: Rep. Nunn, Zachary [R-IA-3]

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

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Newhouse, Dan [R-WA-4]	R · WA		Jan 13, 2025

Committee Activity

Committee	Chamber	Activity	Date
Oversight and Government Reform Committee	House	Referred To	Jan 13, 2025

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

No related bills are listed.

Back to Work Act

This bill limits federal agency employees' telework to up to 40% of the work days in any pay period and eliminates certain pay increases for teleworking employees.

Under current law, executive agencies must maintain policies detailing how their employees may work remotely and enter into telework agreements with participating employees. The bill requires telework agreements to cap employees' telework at 40% of the work days in a pay period, specify that the agency will monitor employees' telework via remote technical methods, and make telework subject to annual review by the agency. The bill also eliminates locality-based and automatic annual pay adjustments for employees with telework agreements.

The bill authorizes agencies to further restrict the amount of telework permitted based on an employee's specific role or other circumstances (e.g., working with classified information). Agencies may also waive the limitation for inclement weather or exigent circumstances or for an employee who (1) is married to a member of the Armed Forces or federal law enforcement officer; (2) holds a position requiring highly specialized experience or frequent travel; or (3) holds a position that is difficult to fill.

Additionally, the bill requires annual agency reports to Congress describing the effectiveness of agency telework policies. The Government Accountability Office must evaluate the accuracy and thoroughness of each report in an accompanying report to Congress.

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