

118TH CONGRESS  
2D SESSION

# S. 4834

To prohibit certain telework employees from receiving certain annual adjustments to pay schedules, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

JULY 30, 2024

Mr. CASSIDY introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To prohibit certain telework employees from receiving certain annual adjustments to pay schedules, 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 “Federal Employee Re-  
5 turn to Work Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) COVERED EMPLOYEE.—The term “covered  
9 employee”—

1 (A) means an employee who teleworks not  
2 fewer than 1 day, or in the case of an alter-  
3 native work schedule, not less than 20 percent,  
4 a week; and

5 (B) does not include an employee who—

6 (i) teleworks not fewer than 1 day a  
7 week; and

8 (ii) is—

9 (I) is disabled and receives rea-  
10 sonable accommodations;

11 (II) a member of the Foreign  
12 Service of the United States;

13 (III) a Federal law enforcement  
14 officer;

15 (IV) a member of the Armed  
16 Forces on active duty; or

17 (V) any other employee, the offi-  
18 cial worksite of whom is not described  
19 in section 531.605(a)(1) of title 5,  
20 Code of Federal Regulations (or any  
21 corresponding similar regulation or  
22 ruling).

23 (2) EMPLOYEE.—The term “employee” has the  
24 meaning given the term in section 2105 of title 5,  
25 United States Code.

1           (3) TELEWORK.—The term “telework” has the  
2           meaning given the term in section 6501 of title 5,  
3           United States Code.

4 **SEC. 3. ANNUAL ADJUSTMENTS TO PAY SCHEDULES.**

5           No covered employee may receive an annual adjust-  
6           ment under section 5303 of title 5, United States Code.

7 **SEC. 4. PAY LOCALITIES.**

8           Each covered employee shall be paid at the rate of  
9           basic pay under the applicable grade and step for that em-  
10          ployee under the locality pay area designated as “Rest of  
11          U.S.”—

12           (1) as of the date on which the employee be-  
13          comes a covered employee; and

14           (2) which shall not be adjusted under section  
15          5304 of title 5, United States Code.

16 **SEC. 5. EFFECTIVE DATE.**

17          This Act shall take effect on the first day of the first  
18          full fiscal year beginning after the date of enactment of  
19          this Act.

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