

104TH CONGRESS  
1ST SESSION

# H. R. 2825

To amend title 5, United States Code, to allow Government agencies to provide reemployment training to employees in anticipation of any organizational restructuring, and for other purposes.

---

## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 21, 1995

Mrs. MORELLA (for herself, Mr. DAVIS, Ms. NORTON, Mr. WOLF, Mr. WYNN, and Mr. HOYER) introduced the following bill; which was referred to the Committee on Government Reform and Oversight

---

## A BILL

To amend title 5, United States Code, to allow Government agencies to provide reemployment training to employees in anticipation of any organizational restructuring, 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. REEMPLOYMENT TRAINING.**

4 (a) IN GENERAL.—Section 4103 of title 5, United  
5 States Code, is amended by adding at the end the follow-  
6 ing:

7 “(c)(1) Notwithstanding any other provision of this  
8 chapter, an agency may train any employee of the agency

1 to prepare the employee for employment, other than as  
2 an employee in or under an agency, if the head of the  
3 agency determines that such training would be in the in-  
4 terests of the Government.

5 “(2) In selecting an employee for training under this  
6 section, the head of the agency shall consider—

7 “(A)(i) the likelihood that the employee might  
8 be reached for involuntary separation due to a reor-  
9 ganization, transfer of function, reduction in force,  
10 or other similar event; or

11 “(ii) if the employee were to separate volun-  
12 tarily, the extent to which involuntary separations or  
13 other adverse personnel actions, based on the same  
14 event, could be avoided;

15 “(B) the extent to which training might be ex-  
16 pected to enhance the employee’s prospects for find-  
17 ing suitable reemployment, after separating from  
18 Government service, in an expeditious manner; and

19 “(C) the benefits to the Government which  
20 would result from such training, such as those asso-  
21 ciated with voluntary separations instead of involun-  
22 tary separations.

23 “(3) As used in this subsection, ‘training’ is not lim-  
24 ited to the forms of training described in section  
25 4101(4).”.

1 (b) INAPPLICABILITY OF CERTAIN PROVISIONS.—

2 Section 4108 of such title is amended by adding at the  
3 end the following:

4 “(e) The preceding provisions of this section shall not  
5 apply with respect to any training furnished to an em-  
6 ployee under section 4103(c).”.

7 (c) CONFORMING AMENDMENT.—Section 4101(4) of  
8 title 5, United States Code, is amended by striking  
9 “goals;” and inserting “goals, except as otherwise ex-  
10 pressly provided;”.

11 **SEC. 2. GREATER COORDINATION OF TRAINING ACTIVITIES**  
12 **WITH FUNCTIONS NEEDED TO ADVANCE**  
13 **AGENCY MISSION AND STRATEGIC PLAN.**

14 Section 4103(a) of title 5, United States Code, is  
15 amended—

16 (1) by redesignating paragraphs (4) and (5) as  
17 paragraphs (5) and (6), respectively; and

18 (2) by inserting after paragraph (2) the follow-  
19 ing:

20 “(3) be aligned with the agency’s mission and  
21 strategic plan under section 306, if any, to ensure  
22 that such program and plan contribute effectively to  
23 the achievement of the agency’s mission, and that

- 1 training priorities are based on enhancing organiza-
- 2 tional and individual performance;”.

