

116TH CONGRESS  
2D SESSION

# H. R. 6108

To amend title 5, United States Code, to improve Federal agency teleworking programs, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 5, 2020

Mr. CONNOLLY (for himself, Mr. SARBANES, and Ms. WEXTON) introduced the following bill; which was referred to the Committee on Oversight and Reform

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## A BILL

To amend title 5, United States Code, to improve Federal agency teleworking programs, 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 “Telework Metrics and  
5 Cost Savings Act”.

6 **SEC. 2. IMPROVEMENTS TO FEDERAL AGENCY TELE-**  
7 **WORKING PROGRAMS.**

8 (a) DEFINITION OF TELEWORK.—Section 6501(3) of  
9 title 5, United States Code, is amended by inserting after

1 “performs” the following: “(on a periodic or full-time  
2 basis)”.

3 (b) TELEWORK PARTICIPATION GOALS.—Chapter 65  
4 of title 5, United States Code, is amended as follows:

5 (1) In section 6502—

6 (A) in subsection (b)—

7 (i) in paragraph (4), by striking  
8 “and” at the end;

9 (ii) in paragraph (5), by striking the  
10 period at the end and inserting a semi-  
11 colon; and

12 (iii) by adding at the end the fol-  
13 lowing:

14 “(6) include annual goals for increasing the  
15 percent of employees of the executive agency partici-  
16 pating in teleworking—

17 “(A) three or more days per pay period;

18 “(B) one or 2 days per pay period;

19 “(C) once per month; and

20 “(D) on an occasional, episodic, or short-  
21 term basis; and

22 “(7) include methods for collecting data on, set-  
23 ting goals for, and reporting costs savings to the ex-  
24 ecutive agency achieved through teleworking, con-  
25 sistent with the guidance developed under section

1 2(c) of the Telework Metrics and Cost Savings  
2 Act.”; and

3 (B) by adding at the end the following:

4 “(d) NOTIFICATION FOR REDUCTION IN TELE-  
5 WORKING PARTICIPATION.—Not later than 30 days before  
6 the date that an executive agency implements or modifies  
7 a teleworking plan that would reduce the percentage of  
8 employees at the agency who telework, the head of the ex-  
9 ecutive agency shall provide written notification, including  
10 a justification for the reduction in telework participation  
11 and a description of how the agency will pay for any in-  
12 creased costs resulting from that reduction, to—

13 “(1) the Director of the Office of Personnel  
14 Management;

15 “(2) the Committee on Oversight and Reform  
16 of the House of Representatives; and

17 “(3) the Committee on Homeland Security and  
18 Governmental Affairs of the Senate.

19 “(e) PROHIBITION ON AGENCY-WIDE LIMITS ON  
20 TELEWORKING.—An agency may not prohibit any delin-  
21 eated period of teleworking participation for all employees  
22 of the agency, including the periods described in subpara-  
23 graphs (A) through (D) of subsection (b)(6). The agency  
24 shall make any teleworking determination with respect to

1 an employee or group of employees at the agency on a  
2 case-by-case basis.”.

3 (2) In section 6506(b)(2)—

4 (A) in subparagraph (F)(vi), by striking  
5 “and” at the end;

6 (B) in subparagraph (G), by striking the  
7 period at the end and inserting a semicolon;  
8 and

9 (C) by adding at the end the following:

10 “(H) agency cost savings achieved through  
11 teleworking, consistent with the guidance devel-  
12 oped under section 2(c) of the Telework Metrics  
13 and Cost Savings Act; and

14 “(I) a detailed explanation of a plan to in-  
15 crease the Government-wide teleworking partici-  
16 pation rate above such rate applicable to fiscal  
17 year 2016, including agency-level plans to main-  
18 tain or improve such rate for each of the tele-  
19 working frequency categories listed under sub-  
20 paragraph (A)(iii).”.

21 (c) GUIDANCE.—Not later than 90 days after the  
22 date of the enactment of this Act, the Director of the Of-  
23 fice of Personnel Management, in collaboration with the  
24 Chief Human Capital Officer Council, shall establish uni-  
25 form guidance for agencies on how to collect data on, set

1 goals for, and report cost savings achieved through, tele-  
2 working. Such guidance shall account for cost savings re-  
3 lated to travel, energy use, and real estate.

4 (d) TECHNICAL CORRECTION.—Section 6506(b)(1)  
5 of title 5, United States Code, is amended by striking  
6 “with Chief” and inserting “with the Chief”.

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