

118TH CONGRESS
2D SESSION

H. R. 7080

To reinstate pre-pandemic telework policies of Executive agencies, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 25, 2024

Mr. CARL introduced the following bill; which was referred to the Committee on Oversight and Accountability

A BILL

To reinstate pre-pandemic telework policies of Executive agencies, 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 “Earn Your Keep Act”.

5 **SEC. 2. REINSTATEMENT OF PRE-PANDEMIC EXECUTIVE**
6 **AGENCY TELEWORK POLICIES.**

7 (a) IN GENERAL.—Not later than 30 days after the
8 date of enactment of this Act, the head of each Executive
9 agency shall reinstate the telework policies in use by such
10 Executive agency on December 31, 2019.

1 (b) RULE OF CONSTRUCTION.—Beginning on the
2 date that the head of an Executive agency reinstates the
3 telework policy under subsection (a), such policy shall
4 apply in place of any other provision of a teleworking, col-
5 lective bargaining, or other employment agreement of such
6 Executive agency to the extent that such other provision
7 conflicts with the policy so reinstated.

8 (c) REMOVAL.—Notwithstanding any other provision
9 of law, any employee of an Executive agency who does not
10 comply with a reinstated telework policy under subsection
11 (a) shall be removed from the civil service, and the position
12 formerly occupied by such employee shall be eliminated.

13 (d) GAO STUDY.—Not later than 60 days after the
14 date of enactment of this Act, the Comptroller General
15 shall submit a report to Congress analyzing, with respect
16 to any employee of Executive agencies who were tele-
17 working during the COVID–19 pandemic—

18 (1) the rate of locality pay (if any) paid to such
19 employee; and

20 (2) the geographic location of the teleworking
21 work site of the employee.

22 (e) DEFINITIONS.—In this section—

23 (1) the term “Executive agency” has the mean-
24 ing given such term in section 105 of title 5, United
25 States Code;

1 (2) the term “locality pay” means locality pay
2 under section 5304 or 5304a of such title; and

3 (3) the term “telework” and “teleworking” have
4 the meaning given those terms in section 6501 of
5 such title, and includes remote work.

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