

119TH CONGRESS
1ST SESSION

H. R. 107

To require Executive agencies to reinstate telework policies that were in place on December 31, 2019, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 3, 2025

Mr. BIGGS of Arizona introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To require Executive agencies to reinstate telework policies that were in place on December 31, 2019, 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 “Return to Work Act”.

5 **SEC. 2. REINSTATE PRIOR REMOTE WORK POLICIES.**

6 (a) IN GENERAL.—Not later than 60 days after the
7 date of the enactment of this Act, the head of each Execu-
8 tive agency shall reinstate the telework policies in use by
9 such Executive agency on December 31, 2019.

1 (b) RULE OF CONSTRUCTION.—Beginning on the
2 date on which the head of an Executive agency reinstates
3 the telework policies in use by such Executive agency on
4 December 31, 2019, the reinstated telework policy of such
5 Executive agency shall apply in place of any telework pro-
6 vision of a teleworking, collective bargaining, or other em-
7 ployment agreement of such Executive agency to the ex-
8 tent that such telework provision conflicts with, or applies
9 a different telework policy than, the reinstated telework
10 policy of such Executive agency.

11 (c) DEFINITIONS.—In this section:

12 (1) EXECUTIVE AGENCY.—The term “Executive
13 agency” has the meaning given such term in section
14 105 of title 5, United States Code.

15 (2) REINSTATED TELEWORK POLICY.—The
16 term “reinstated telework policy” means the
17 telework policies in use by an Executive agency on
18 December 31, 2019.

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

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