

Union Calendar No. 80

119TH CONGRESS
1ST SESSION

H. R. 2027

[Report No. 119–109]

To require the Administrator of the Small Business Administration to relocate 30 percent of the employees assigned to headquarters to duty stations outside the Washington metropolitan area, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 11, 2025

Mr. ALFORD introduced the following bill; which was referred to the Committee on Small Business

MAY 21, 2025

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on March 11, 2025]

A BILL

To require the Administrator of the Small Business Administration to relocate 30 percent of the employees assigned to headquarters to duty stations outside the Washington metropolitan area, 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 “Returning SBA to Main*
5 *Street Act of 2025”.*

6 **SEC. 2. DEFINITIONS.**

7 *In this Act:*

8 (1) *ADMINISTRATION; ADMINISTRATOR.—The*
9 *terms “Administration” and “Administrator” mean*
10 *the Small Business Administration and the Adminis-*
11 *trator thereof, respectively.*

12 (2) *BUDGET JUSTIFICATION MATERIALS.—The*
13 *term “budget justification materials” has the meaning*
14 *given that term in section 3(b)(2)(A) of the Federal*
15 *Funding Accountability and Transparency Act of*
16 *2006 (31 U.S.C. 6101 note).*

17 (3) *EMPLOYEE.—The term “employee” has the*
18 *meaning given that term in section 2105 of title 5,*
19 *United States Code.*

20 (4) *HEADQUARTERS EMPLOYEE OF THE ADMIN-*
21 *ISTRATION.—The term “headquarters employee of the*
22 *Administration” means—*

23 (A) *an employee of the Administration*
24 *whose permanent duty station is at the head-*
25 *quarters of the Administration; or*

- 1 (B) an employee of the Administration—
 2 (i) who teleworks on a full-time basis;
 3 and
 4 (ii) whose rate of pay is calculated
 5 based on the Washington metropolitan area
 6 rate of pay.

7 (5) *HEADQUARTERS OF THE ADMINISTRATION.*—
 8 The term “headquarters of the Administration”
 9 means the building serving as the principal manage-
 10 rial and administrative center of the Administration
 11 in accordance with section 4(a) of the Small Business
 12 Act (15 U.S.C. 633(a)).

13 (6) *PAY LOCALITY.*—The term “pay locality” has
 14 the meaning given that term in section 5302 of title
 15 5, United States Code.

16 (7) *RURAL.*—The term “rural” means any area
 17 that is not designated as an urban area, based on the
 18 most recent data available from the Bureau of the
 19 Census.

20 (8) *TELEWORK.*—The term “telework” has the
 21 meaning given that term in section 6501 of title 5,
 22 United States Code.

23 (9) *TELEWORK ON A FULL-TIME BASIS.*—The
 24 term “telework on a full-time basis” means that an

1 *employee is authorized to telework for 100 percent of*
 2 *the work days of the employee per pay period.*

3 (10) *WASHINGTON METROPOLITAN AREA.—The*
 4 *term “Washington metropolitan area” means the geo-*
 5 *graphic area to which the Washington metropolitan*
 6 *area rate of pay applies.*

7 (11) *WASHINGTON METROPOLITAN AREA RATE*
 8 *OF PAY.—The term “Washington metropolitan area*
 9 *rate of pay” means the rate of pay in effect for the*
 10 *pay locality designated as “Washington-Baltimore-*
 11 *Arlington, DC-MD-VA-WV-PA”.*

12 **SEC. 3. RELOCATION OF EMPLOYEE.**

13 (a) *IN GENERAL.—Notwithstanding any other provi-*
 14 *sions of law, and not later than 1 year after the date of*
 15 *enactment of this Act, if the Administrator determines that*
 16 *implementing the requirements under paragraphs (1) and*
 17 *(2) of this subsection will reduce the cost to the Federal Gov-*
 18 *ernment (which determination the Administrator shall ex-*
 19 *plain in detail in the report required under subsection (d)*
 20 *of this section) the Administrator shall—*

21 (1) *change the permanent duty station of not less*
 22 *than 30 percent of the headquarters employees of the*
 23 *Administration as of the date of enactment of this*
 24 *Act, to be at an office of the Administration at a loca-*
 25 *tion outside the Washington metropolitan area, which*

1 *shall be at locations throughout the regions of the Ad-*
 2 *ministration; and*

3 *(2) for each employee of the Administration*
 4 *whose permanent duty station is changed under para-*
 5 *graph (1), ensure that—*

6 *(A) the rate of pay of the employee is cal-*
 7 *culated based on the pay locality for the perma-*
 8 *nent duty station of the employee; and*

9 *(B) the employee is not authorized to*
 10 *telework on a full-time basis.*

11 *(b) DETERMINATION OF NEW DUTY STATIONS.—In de-*
 12 *termining the permanent duty stations of headquarters em-*
 13 *ployees of the Administration under subsection (a)(1), the*
 14 *Administrator shall—*

15 *(1) promote geographic diversity, including con-*
 16 *sideration of rural markets; and*

17 *(2) ensure adequate staffing throughout the re-*
 18 *gions of the Administration, to promote in-person*
 19 *customer service.*

20 *(c) DETERMINATION OF EMPLOYEES ELIGIBLE FOR A*
 21 *CHANGE IN DUTY STATION.—*

22 *(1) IN GENERAL.—Except as provided in para-*
 23 *graph (2), the Administrator shall include each head-*
 24 *quarters employee of the Administration as eligible*

1 *for a change in permanent duty station under sub-*
2 *section (a).*

3 (2) *EXCEPTION.*—*A headquarters employee of the*
4 *Administration who is a qualified individual who re-*
5 *ceives an accommodation to telework on a full-time*
6 *basis as a reasonable accommodation under title I of*
7 *the Americans with Disabilities Act of 1990 (42*
8 *U.S.C. 12111 et seq.)—*

9 *(A) shall not be determined to be eligible for*
10 *a change in permanent duty station under sub-*
11 *section (a); and*

12 *(B) shall be counted as a headquarters em-*
13 *ployee of the Administration for purposes of*
14 *complying with subsection (a)(1).*

15 (3) *NOTICE OF DETERMINATION OF ELIGI-*
16 *BILITY.*—*Not later than the day before the date on*
17 *which the Administrator submits the report required*
18 *under subsection (d), the Administrator shall notify*
19 *each headquarters employee of the Administration*
20 *who the Administrator determines is eligible for a*
21 *change in permanent duty station under subsection*
22 *(a) of that determination.*

23 (d) *REPORT.*—*Not later than 180 days after the date*
24 *of enactment of this Act, the Administrator shall submit*
25 *to the Committee on Small Business and Entrepreneurship*

1 *of the Senate and the Committee on Small Business of the*
2 *House of Representatives a report that provides—*

3 *(1) the number of headquarters employees of the*
4 *Administration, as of the date of enactment of this*
5 *Act;*

6 *(2) the number of headquarters employees of the*
7 *Administration identified as eligible for a change in*
8 *permanent duty station, in accordance with sub-*
9 *section (c);*

10 *(3) the number of headquarters employees of the*
11 *Administration whose permanent duty station will be*
12 *changed to be at an office of the Administration at*
13 *a location outside the Washington metropolitan area*
14 *under subsection (a);*

15 *(4) the number of headquarters employees of the*
16 *Administration subject to an exception under sub-*
17 *section (c)(2); and*

18 *(5) the plan of the Administrator to implement*
19 *subsection (a).*

20 *(e) IMPLEMENTATION.—*

21 *(1) IN GENERAL.—Not earlier than 60 days and*
22 *not later than 90 days after the date on which the Ad-*
23 *ministrator submits the report required under sub-*
24 *section (d), the Administrator shall notify each head-*
25 *quarters employee of the Administration whose per-*

1 *manent duty station will be changed to be at an office*
2 *of the Administration located outside the Washington*
3 *metropolitan area under subsection (a)—*

4 *(A) that, effective 90 days after the date of*
5 *the notification—*

6 *(i) the permanent duty station of the*
7 *employee shall be changed;*

8 *(ii) the rate of pay of the employee*
9 *shall be calculated based on the pay locality*
10 *for such permanent duty station; and*

11 *(iii) the employee shall not be author-*
12 *ized to telework on a full-time basis; and*

13 *(B) of the location of such permanent duty*
14 *station.*

15 *(2) FULL-TIME TELEWORKERS REMAINING IN*
16 *THE WASHINGTON METROPOLITAN AREA.—*

17 *(A) IN GENERAL.—For any employee de-*
18 *scribed in subparagraph (B), effective on the*
19 *date that is 180 days after the date on which the*
20 *Administrator submits the report required under*
21 *subsection (d), the employee shall not be author-*
22 *ized to telework on a full-time basis.*

23 *(B) EMPLOYEES COVERED.—An employee*
24 *described in this subparagraph is a headquarters*
25 *employee of the Administration—*

1 (i) *who teleworks on a full-time basis,*
 2 *as of the date of enactment of this Act;*

3 (ii) *who is not subject to an exception*
 4 *under subsection (c)(2); and*

5 (iii) *whose permanent duty station is*
 6 *not changed to be an office of the Adminis-*
 7 *tration at a location outside the Washington*
 8 *metropolitan area under subsection (a).*

9 (3) *NO RELOCATION INCENTIVES.—If, pursuant*
 10 *to this Act, the official worksite (as defined in section*
 11 *531.602 of title 5, Code of Federal Regulations, or*
 12 *any successor regulation) of an employee changes*
 13 *from the residence of the employee to the headquarters*
 14 *of the Administration, notwithstanding any other*
 15 *provision of law, the employee shall not be paid any*
 16 *relocation incentive.*

17 **SEC. 4. REDUCTION IN HEADQUARTERS OFFICE SPACE.**

18 (a) *IN GENERAL.—The Administrator shall reduce the*
 19 *amount of office space for the headquarters of the Adminis-*
 20 *tration by not less than 30 percent.*

21 (b) *IMPLEMENTATION.—The Administrator shall—*

22 (1) *begin reducing office space under subsection*
 23 (a) *not later than 180 days after the date of enact-*
 24 *ment of this Act; and*

1 (2) complete the reduction of office space re-
2 quired under subsection (a) not later than 2 years
3 after the date of enactment of this Act.

4 **SEC. 5. INFORMATION INCLUDED IN BUDGET JUSTIFICA-**
5 **TION MATERIALS PROVIDED TO CONGRESS.**

6 *The Administrator shall include in the first budget jus-*
7 *tification materials of the Administration submitted after*
8 *the date of enactment of this Act, and the budget justifica-*
9 *tion materials of the Administration for each fiscal year*
10 *thereafter—*

11 (1) the number of headquarters employees of the
12 Administration;

13 (2) the number of employees of the Administra-
14 tion assigned to a permanent duty station in—

15 (A) a field office of the Administration;

16 (B) a district office of the Administration;

17 or

18 (C) a regional office of the Administration;

19 (3) the number of employees of the Administra-
20 tion who telework on a full-time basis; and

21 (4) the number of employees of the Administra-
22 tion who are a qualified individual who receives an
23 accommodation to telework on a full-time basis as a
24 reasonable accommodation under title I of the Ameri-

1 *cans with Disabilities Act of 1990 (42 U.S.C. 12111*
2 *et seq.).*

3 **SEC. 6. SEVERABILITY.**

4 *If any provision of this Act or the application of such*
5 *provision to any person or circumstance is held to be uncon-*
6 *stitutional, the remainder of this Act and the application*
7 *of the provision to any other person or circumstance shall*
8 *not be affected thereby.*

9 **SEC. 7. SUPERSESION.**

10 *This Act shall supersede any other provision of law*
11 *and any provision of a collective bargaining agreement or*
12 *master labor agreement.*

13 **SEC. 8. NO PRIVATE CAUSE OF ACTION.**

14 *Nothing in this Act shall be construed to establish a*
15 *private cause of action, equitable or otherwise, to challenge*
16 *any selection, change, or decision made, or action taken,*
17 *under this Act.*

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