

119TH CONGRESS
1ST SESSION

S. 2246

To amend the Small Business Act to prohibit certain offices of the Small Business Administration from undertaking a reduction in force, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JULY 10, 2025

Mr. MARKEY introduced the following bill; which was read twice and referred to the Committee on Small Business and Entrepreneurship

A BILL

To amend the Small Business Act to prohibit certain offices of the Small Business Administration from undertaking a reduction in force, 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 “Save Our Staff Act
5 of 2025” or the “SOS Act of 2025”.

6 **SEC. 2. REDUCTIONS IN FORCE AT SBA OFFICES.**

7 The Small Business Act (15 U.S.C. 631 et seq.) is
8 amended—

1 (1) by redesignating section 49 (15 U.S.C. 631
2 note) as section 50; and

3 (2) by inserting after section 48 (15 U.S.C.
4 657u) the following:

5 **“SEC. 49. REDUCTIONS IN FORCE.**

6 “(a) DEFINITION.—In this section, the term ‘covered
7 office’ means an office of the Administration that—

8 “(1) provides counseling, training, or technical
9 assistance to entrepreneurs or owners of small busi-
10 ness concerns (or oversees the provision of such
11 counseling, training, or technical assistance);

12 “(2) provides oversight of any lending program
13 of the Administration;

14 “(3) carries out any disaster relief program of
15 the Administration; or

16 “(4) provides contracting certifications with re-
17 spect to small business concerns.

18 “(b) PROHIBITION.—Notwithstanding any other pro-
19 vision of law or regulation, no covered office may, on or
20 after the date of enactment of the Save Our Staff Act
21 of 2025, undertake a reduction in force with respect to
22 employees of the covered office.”.

23 **SEC. 3. RE-EMPLOYMENT OF REMOVED SBA EMPLOYEES.**

24 (a) IN GENERAL.—Not later than 60 days after the
25 date of enactment of this Act, the Administrator of the

1 Small Business Administration shall re-employ each em-
2 ployee of the Administration who was removed as part of
3 a reduction in force carried out during the period begin-
4 ning on January 20, 2025, and ending on the date of en-
5 actment of this Act.

6 (b) STATUS OF RE-EMPLOYED INDIVIDUALS.—Each
7 individual re-employed under subsection (a) shall—

8 (1) be appointed to the same position occupied
9 by the individual, and shall be paid at the same rate
10 of basic pay, as of the date on which the individual
11 was removed, as described in that subsection; and

12 (2) receive back pay with respect to the period
13 beginning on the date on which the individual was
14 removed, as described in that subsection, and ending
15 on the date on which the individual is so re-em-
16 ployed.

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