

119TH CONGRESS
1ST SESSION

S. 3043

To appropriate funds for pay and allowances of Federal employees, and
for other purposes.

IN THE SENATE OF THE UNITED STATES

OCTOBER 23, 2025

Mr. PETERS (for himself, Mrs. MURRAY, Mr. VAN HOLLEN, Ms. SMITH, Ms. ALSOBROOKS, Mr. KAINE, Mr. WARNER, Mr. HEINRICH, Mr. LUJÁN, Mr. KIM, Mr. KELLY, Mr. SCHATZ, Mr. BLUMENTHAL, Mr. HICKENLOOPER, Mr. GALLEGO, Mr. PADILLA, Ms. DUCKWORTH, Mr. KING, Ms. HIRONO, Mr. COONS, Mr. DURBIN, Mr. BENNET, Ms. WARREN, Ms. BALDWIN, Mr. WELCH, Mr. OSSOFF, Ms. BLUNT ROCHESTER, Mr. SANDERS, Mr. MARKEY, Mr. WHITEHOUSE, Ms. ROSEN, Mr. WARNOCK, Mr. MERKLEY, Ms. KLOBUCHAR, Mr. BOOKER, Ms. SLOTKIN, Mrs. SHAHEEN, Mr. WYDEN, Mr. SCHIFF, Mrs. GILLIBRAND, and Ms. CANTWELL) introduced the following bill; which was read twice and referred to the Committee on Appropriations

A BILL

To appropriate funds for pay and allowances of Federal
employees, 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 “Military and Federal
5 Employee Protection Act”.

1 **SEC. 2. APPROPRIATIONS.**

2 (a) DEFINITIONS.—In this section—

3 (1) the term “agency”—

4 (A) means each authority of the executive,
5 legislative, or judicial branch of the Government
6 of the United States; and

7 (B) includes each element of the District
8 of Columbia public employer, as defined in sec-
9 tion 1341(c) of title 31, United States Code;

10 (2) the term “covered individual”—

11 (A) means each employee of an agency
12 who, during the covered period, did not receive
13 a portion or all of the standard employee com-
14 pensation of the employee because of the lapse
15 in appropriations with respect to the applicable
16 agency; and

17 (B) includes—

18 (i) a contractor who—

19 (I) provides support to an em-
20 ployee of an agency; and

21 (II) during the covered period,
22 did not receive a portion or all of the
23 standard employee compensation of
24 the individual because of the lapse in
25 appropriations with respect to the ap-
26 plicable agency;

1 (ii) a member of the Armed Forces
2 (including a member of a reserve compo-
3 nent who performs active service or inac-
4 tive-duty training) who, during the covered
5 period, did not receive a portion or all of
6 the standard employee compensation of the
7 individual because of the lapse in appro-
8 priations with respect to the applicable
9 agency; and

10 (iii) an employee of an agency, a con-
11 tractor who provides support to an em-
12 ployee of an agency, or a member of the
13 Armed Forces (including a member of a
14 reserve component who performs active
15 service or inactive-duty training) who, for
16 a portion or all of the covered period, was
17 subject to furlough;

18 (3) the term “covered period” means the period
19 beginning on October 1, 2025, and ending on the
20 date of enactment of this Act; and

21 (4) the term “standard employee compensa-
22 tion” means, with respect to a covered individual,
23 the standard rate of basic pay, allowances, pay dif-
24 ferentials, benefits, and other payments otherwise
25 payable on a regular basis to the covered individual.

1 (b) APPROPRIATIONS.—

2 (1) IN GENERAL.—For fiscal year 2026, there
3 are appropriated to the head of each agency with re-
4 spect to which there was a lapse in appropriations
5 during the covered period, out of any money in the
6 Treasury not otherwise appropriated, such sums as
7 are necessary to provide, with respect to the covered
8 period, standard employee compensation to covered
9 individuals with respect to the agency.

10 (2) AGENCY REQUIREMENT.—The head of each
11 agency to whom amounts are made available under
12 paragraph (1) shall provide to covered individuals
13 with respect to that agency the standard employee
14 compensation required under that paragraph for
15 work performed during the covered period (or, in the
16 case of a covered individual described in subsection
17 (a)(2)(B)(iii), for all portions of the covered period
18 during which the covered individual was subject to
19 furlough) as soon as practicable, but not later than
20 7 days after the date of enactment of this Act.

21 (c) LIMITATION TO INDIVIDUALS AFFECTED BY
22 SHUTDOWN.—Amounts provided under subsection (b)
23 may not be used to provide standard employee compensa-
24 tion to a covered individual for any portion of the covered
25 period for which the covered individual is provided with

1 standard employee compensation using amounts other
2 than amounts provided under subsection (b).

3 (d) LIMITATION ON TRANSFER AUTHORITY.—Not-
4 withstanding any other provision of law (including any ap-
5 propriation Act), the amounts provided under subsection
6 (b)—

7 (1) shall be available solely for standard em-
8 ployee compensation to covered individuals; and

9 (2) may not be transferred, reprogrammed, ob-
10 ligated, or expended for any other purpose.

11 (e) TERMS AND CONDITIONS.—The provision of
12 standard employee compensation using amounts provided
13 under subsection (b) shall be subject to the requirements,
14 authorities, conditions, and limitations applicable with re-
15 spect to the provision of standard employee compensation
16 by the applicable agency under the Full-Year Continuing
17 Appropriations and Extensions Act, 2025 (Public Law
18 119–4; 139 Stat. 9).

19 (f) CHARGE TO FUTURE APPROPRIATIONS.—Ex-
20 penditures made pursuant to this Act shall be charged to
21 the applicable appropriation, fund, or authorization when-
22 ever a bill in which such applicable appropriation, fund,
23 or authorization is enacted into law.

24 (g) RULE OF CONSTRUCTION.—This section shall be
25 construed to provide each covered individual, without re-

1 gard to whether the covered individual was subject to fur-
2 lough for a portion or all of the covered period, with stand-
3 ard employee compensation for the covered period as if
4 the covered individual had performed the job duties of the
5 covered individual for the entirety of the covered period.

6 (h) RETROACTIVE EFFECTIVE DATE.—This section
7 shall take effect as if enacted on September 30, 2025.

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