

119TH CONGRESS
1ST SESSION

H. R. 1989

To allow Federal employees terminated while serving a probationary or trial period to resume such period upon reinstatement, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 10, 2025

Ms. ELFRETH (for herself, Ms. ADAMS, Ms. BARRAGÁN, Mr. BAUMGARTNER, Mr. BEYER, Ms. BONAMICI, Ms. BYNUM, Ms. CASTOR of Florida, Mr. CLEAVER, Mr. COHEN, Ms. DAVIDS of Kansas, Mr. EVANS of Pennsylvania, Mr. FIELDS, Mrs. FOUSHEE, Mr. GARAMENDI, Ms. HOULAHAN, Mr. HOYER, Mr. HURD of Colorado, Mr. IVEY, Ms. JACOBS, Mr. KENNEDY of New York, Mr. LANDSMAN, Mr. LATIMER, Ms. LEE of Pennsylvania, Ms. MOORE of Wisconsin, Ms. NORTON, Ms. OCASIO-CORTEZ, Mr. OLSZEWSKI, Mr. PETERS, Mr. POCAN, Mrs. RAMIREZ, Mr. RASKIN, Ms. SALINAS, Mr. SCHNEIDER, Mr. SOTO, Mr. SUBRAMANYAM, Mr. THANEDAR, Ms. TITUS, Ms. TLAIB, and Ms. VELÁZQUEZ) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To allow Federal employees terminated while serving a probationary or trial period to resume such period upon reinstatement, 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 “Protect Our Proba-
5 tionary Employees Act”.

1 **SEC. 2. RESUMPTION OF PROBATIONARY PERIOD.**

2 (a) IN GENERAL.—Notwithstanding any other provi-
3 sion of law, the duration of the probationary or trial period
4 for a covered appointment of a covered probationary em-
5 ployee to become final shall be equal to the difference be-
6 tween—

7 (1) the duration of such probationary or trial
8 period that, but for this Act, would apply to such
9 covered appointment; and

10 (2) the duration of the probationary or trial pe-
11 riod that such covered probationary employee served
12 in the previous Federal position of such covered pro-
13 bationary employee, to the extent that such duration
14 does not exceed the duration described in paragraph
15 (1).

16 (b) SUNSET.—This Act shall terminate on January
17 20, 2029.

18 (c) DEFINITIONS.—In this Act—

19 (1) COVERED APPOINTMENT.—The term “cov-
20 ered appointment” means an appointment of a cov-
21 ered probationary employee to a position in the
22 former employing agency of such covered proba-
23 tionary employee that, to the extent practicable, is
24 the same as the previous Federal position of such
25 covered probationary employee.

1 (2) COVERED PROBATIONARY EMPLOYEE.—The
2 term “covered probationary employee” means an in-
3 dividual who—

4 (A) is, or was, involuntarily separated from
5 Government service during the period beginning
6 on January 20, 2025, and ending on the date
7 specified in subsection (b); and

8 (B) immediately prior to such separation,
9 held a position in an Executive agency and
10 serving a probationary or trial period under an
11 initial appointment.

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

15 (4) FORMER EMPLOYING AGENCY.—With re-
16 spect to a covered probationary employee, the term
17 “former employing agency” means the Executive
18 agency from which the separation of such individual
19 made such individual a covered probationary em-
20 ployee.

21 (5) PREVIOUS FEDERAL POSITION.—The term
22 “previous Federal position” means the position in
23 the Federal Government held by the covered proba-

- 1 tionary employee immediately before becoming a cov-
- 2 ered probationary employee.

