

119TH CONGRESS
1ST SESSION

H. R. 4052

To direct the Federal Acquisition Regulatory Council and the Office of Personnel Management to issue regulations that require all Federal contractors and executive agencies to conduct comprehensive reviews of job classifications to identify positions for which a college degree is required without a demonstrable occupational necessity.

IN THE HOUSE OF REPRESENTATIVES

JUNE 17, 2025

Mr. TORRES of New York introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To direct the Federal Acquisition Regulatory Council and the Office of Personnel Management to issue regulations that require all Federal contractors and executive agencies to conduct comprehensive reviews of job classifications to identify positions for which a college degree is required without a demonstrable occupational necessity.

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 “Employment Abun-
5 dance Act”.

1 **SEC. 2. FEDERAL CONTRACTOR JOB CLASSIFICATION RE-**
2 **VIEW.**

3 (a) IN GENERAL.—Not later than 1 year after the
4 date of the enactment of this Act—

5 (1) the Federal Acquisition Regulatory Council
6 shall issue regulations that require any Federal con-
7 tractor that enters into a contract subject to the
8 Federal Acquisition Regulation to—

9 (A) conduct a comprehensive review of all
10 job classifications within their Federal contract-
11 related workforce;

12 (B) identify each position that requires a
13 bachelor's degree or higher as a condition of
14 employment; and

15 (C) determine whether such educational re-
16 quirements are demonstrably necessary for the
17 performance of essential job functions; and

18 (2) the Office of Personnel Management shall
19 issue regulations that require each Executive agency
20 (as defined in section 105 of title 5, United States
21 Code) to—

22 (A) conduct a comprehensive review of all
23 job classifications within such agency;

24 (B) identify each position that requires a
25 bachelor's degree or higher as a condition of ap-
26 pointment or promotion; and

1 (C) determine whether such educational re-
2 quirements are demonstrably necessary for the
3 performance of essential job functions.

4 (b) REPORTING REQUIREMENT.—Not later than 180
5 days after the effective date of the regulations issued pur-
6 suant to subsection (a)—

7 (1) each Federal contractor shall submit to the
8 Federal Acquisition Regulatory Council a report out-
9 lining the results of its job classification review, in-
10 cluding—

11 (A) a list of positions where a degree re-
12 quirement was determined to lack demonstrable
13 occupational necessity; and

14 (B) a plan to revise such job classifica-
15 tions, including alternative criteria that may be
16 used, such as relevant work experience, certifi-
17 cations, or skills assessments; and

18 (2) each executive agency shall submit to the
19 Office of Personnel Management a report outlining
20 the results of its job classification review, includ-
21 ing—

22 (A) a list of positions where a degree re-
23 quirement was determined to lack demonstrable
24 job necessity; and

1 (B) a plan to revise such job classifications
2 by including alternative criteria that may be
3 used, such as relevant work experience, certifi-
4 cations, or skills assessments.

5 (c) COMPLIANCE AND ENFORCEMENT.—Failure to
6 comply with the requirements under this section may—

7 (1) for Federal contractors, result in adminis-
8 trative actions, including ineligibility for future Fed-
9 eral contracts, as determined by the Federal Acqui-
10 sition Regulatory Council; and

11 (2) for agencies, result in administrative actions
12 under chapter 75 of title 5, United States Code, or
13 other remedies determined by the Office of Per-
14 sonnel Management.

15 (d) RULE OF CONSTRUCTION.—Nothing in this sec-
16 tion may be construed to prohibit Federal contractors or
17 agencies from maintaining educational requirements for a
18 case in which such requirements are shown to be necessary
19 for job performance or are mandated by law, regulation,
20 or professional licensure standards.

21 (e) APPLICABILITY.—This section applies with re-
22 spect to—

23 (1) any contract entered into on and after the
24 effective date of the regulations issued pursuant to
25 subsection (a)(1); and

1 (2) any appointment or promotion occurring on
2 or after the effective date of the regulations issued
3 pursuant to subsection (a)(2).

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