

119TH CONGRESS
1ST SESSION

H. R. 4440

To amend title 5, United States Code, to require agencies to provide official personnel record files to Federal employees and former Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 16, 2025

Ms. BROWNLEY (for herself, Mr. LANDSMAN, Ms. NORTON, Ms. ELFRETH, Mrs. CHERFILUS-McCORMICK, Ms. WILLIAMS of Georgia, Mr. CARSON, Ms. SIMON, Ms. BUDZINSKI, Ms. JAYAPAL, Mrs. SYKES, Mr. POCAN, Ms. CHU, Mr. THANEDAR, and Mrs. McIVER) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to require agencies to provide official personnel record files to Federal employees and former 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 “Protecting Federal
5 Employee Rights to Personnel Files Act of 2025”.

1 **SEC. 2. REQUIREMENT TO PROVIDE OFFICIAL PERSONNEL**
2 **RECORD FILES TO EMPLOYEES AND FORMER**
3 **EMPLOYEES.**

4 (a) IN GENERAL.—Subchapter I of chapter 33 of title
5 5, United States Code, is amended by inserting after sec-
6 tion 3330f the following:

7 **“§ 3330g. Requirement to provide official personnel**
8 **record files to employees and former em-**
9 **ployees**

10 “(a) CURRENT EMPLOYEES.—Not later than seven
11 days after the date an employee of an agency requests a
12 copy of the employee’s official personnel record file, the
13 head of such agency shall provide to such employee, in
14 electronic and physical form, a copy of such file.

15 “(b) FORMER EMPLOYEES.—

16 “(1) IN GENERAL.—With respect to any em-
17 ployee separating from an agency on or after the
18 date of the enactment of this section, not later than
19 seven days after the date of such separation, the
20 head of such agency shall provide to such employee,
21 in electronic and physical form, a copy of the em-
22 ployee’s official personnel record file.

23 “(2) PREVIOUSLY SEPARATED EMPLOYEES.—

24 With respect to any individual who separated from
25 an agency before the date of the enactment of this
26 section, not later than 21 days after the date such

1 an individual requests a copy of the employee’s offi-
2 cial personnel record file from the Director of the
3 Office of Personnel Management, the Director shall
4 provide, in electronic and physical form, a copy of
5 such file to the individual.

6 “(c) AGENCY DEFINED.—In this section, the term
7 ‘agency’ has the meaning given that term in section 551.”.

8 (b) CLERICAL AMENDMENT.—The table of sections
9 for such subchapter is amended by inserting after the item
10 relating to section 3330f the following:

“3330g. Requirement to provide official personnel record files to employees and
former employees.”.

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