

119TH CONGRESS
1ST SESSION

H. R. 473

To restore in-person work at Federal agencies to not less than pre-pandemic levels, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 16, 2025

Mr. COMER (for himself, Mr. HIGGINS of Louisiana, Mr. TIMMONS, Mr. BIGGS of Arizona, Mr. CLOUD, Ms. FOXX, Mr. LANGWORTHY, Mr. CRANE, Mr. PALMER, Mr. MCGUIRE, Mr. GROTHMAN, Mr. FALLON, Mr. BURLISON, Mr. SESSIONS, Mr. JACK, Mr. BURCHETT, Ms. BOEBERT, Mr. PERRY, and Ms. GREENE of Georgia) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To restore in-person work at Federal agencies to not less than pre-pandemic levels, 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 “Stopping Home Office
5 Work’s Unproductive Problems Act of 2025” or the
6 “SHOW UP Act of 2025”.

1 **SEC. 2. REINSTATEMENT OF PRE-PANDEMIC TELEWORK**
2 **POLICIES, PRACTICES, AND LEVELS FOR EX-**
3 **ECUTIVE AGENCIES.**

4 Not later than 30 days after the date of enactment
5 of this Act, each agency shall adopt and apply telework
6 policies, practices, and levels at the agency that are equiv-
7 alent to, or otherwise permit no additional levels of
8 telework than, those which were in effect on December 31,
9 2019, and may not expand any such policy, practice, or
10 level until the date that an agency plan is submitted to
11 Congress with a certification by the Director of the Office
12 of Personnel Management under section 3.

13 **SEC. 3. STUDY, PLAN, AND CERTIFICATION REGARDING EX-**
14 **ECUTIVE AGENCY TELEWORK POLICIES,**
15 **PRACTICES, AND LEVELS FOR EXECUTIVE**
16 **AGENCIES.**

17 (a) IN GENERAL.—Not later than 6 months after the
18 date of enactment of this Act, the head of each agency,
19 in consultation with the Director, shall submit to Con-
20 gress—

21 (1) a study on the impacts on the agency and
22 its mission of expanding telework by its employees
23 during the SARS-CoV-2 pandemic that commenced
24 in 2019 and maintaining such expanded telework
25 thereafter, including an analysis of—

1 (A) any adverse impacts of that expansion
2 on the agency's performance of its mission, in-
3 cluding the performance of customer service by
4 the agency;

5 (B) any costs to the agency during that ex-
6 pansion attributable to—

7 (i) owning, leasing, or maintaining un-
8 derutilized real property; or

9 (ii) paying higher rates of locality pay
10 to teleworking employees as a result of in-
11 correctly classifying such employees as
12 teleworkers rather than remote workers;

13 (C) any degree to which the agency failed
14 during that expansion to provide teleworking
15 employees with secure network capacity, com-
16 munications tools, necessary and secure access
17 to appropriate agency data assets and Federal
18 records, and equipment sufficient to enable each
19 such employee to be fully productive;

20 (D) any degree to which that expansion fa-
21 cilitated dispersal of the agency workforce
22 around the Nation; and

23 (E) any other impacts of that expansion
24 that the agency or the Director considers ap-
25 propriate;

1 (2) any agency plan to expand telework policies,
2 practices, or levels beyond those in place as a result
3 of section 2; and

4 (3) a certification by the Director that such
5 plan will—

6 (A) have a substantial positive effect on—

7 (i) the performance of the agency's
8 mission, including the performance of cus-
9 tomer service;

10 (ii) increasing the level of dispersal of
11 agency personnel throughout the Nation;
12 and

13 (iii) the reversal of any adverse im-
14 pact set forth pursuant to paragraph
15 (1)(D);

16 (B) substantially lower the agency's costs
17 of owning, leasing, or maintaining real prop-
18 erty;

19 (C) substantially lower the agency's costs
20 attributable to paying locality pay to agency
21 personnel working from locations outside the
22 pay locality of their position's official worksite;
23 and

24 (D) ensure that teleworking employees will
25 be provided with secure network capacity, com-

1 munications tools, necessary and secure access
2 to appropriate agency data assets and Federal
3 records, and equipment sufficient to enable each
4 such employee to be fully productive, without
5 substantially increasing the agency's overall
6 costs for secure network capacity, communica-
7 tions tools, and equipment.

8 (b) LIMITATION.—

9 (1) IN GENERAL.—An agency may not imple-
10 ment the plan submitted under subsection (a)(2) un-
11 less a certification by the Director was issued under
12 subsection (a)(3).

13 (2) SUBSEQUENT PLANS.—In the event an ini-
14 tial agency plan submitted under subsection (a)(2)
15 fails to receive such certification, the agency may
16 submit to the Director subsequent plans until such
17 certification is received, and submit such plan and
18 certification to Congress.

19 (c) DEFINITIONS.—In this Act—

20 (1) the term “agency” has the meaning given
21 the term “Executive agency” in section 105 of title
22 5, United States Code, except that such term does
23 not include the Government Accountability Office;

24 (2) the term “Director” means the Director of
25 the Office of Personnel Management;

1 (3) the term “locality pay” means locality pay
2 provided for under section 5304 or 5304a of such
3 title; and

4 (4) the terms “telework” and “teleworking”
5 have the meaning given those terms in section 6501
6 of such title, and include remote work.

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