

119TH CONGRESS
1ST SESSION

H. R. 6590

To limit bonuses for executives of certain electric utilities, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 10, 2025

Mr. RILEY of New York (for himself and Mr. VAN DREW) introduced the following bill; which was referred to the Committee on Energy and Commerce, and in addition to the Committee on Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To limit bonuses for executives of certain electric utilities,
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 “No Bonuses for Utility
5 Executives Act”.

6 **SEC. 2. LIMITATION ON BONUSES FOR EXECUTIVES OF**
7 **CERTAIN ELECTRIC UTILITIES.**

8 (a) AUTHORIZED BONUSES.—

1 (1) IN GENERAL.—Beginning January 1, 2025,
2 a covered utility may, subject to paragraph (2), pay
3 a bonus to an executive of such covered utility for
4 the fiscal year of the covered utility only if the aver-
5 age percentage increase in customer rates of the cov-
6 ered utility for such fiscal year does not exceed any
7 percentage increase in the Consumer Price Index for
8 All Urban Consumers (CPI–U) published by the Bu-
9 reau of Labor Statistics of the Department of Labor
10 for the 12-month period ending on the last day of
11 such fiscal year.

12 (2) LIMITATION.—A bonus paid pursuant to
13 paragraph (1) may not exceed 25 percent of the me-
14 dian of the annual compensation for such fiscal year
15 of employees of the covered utility who are not ex-
16 ecutives.

17 (b) OVERSIGHT.—

18 (1) DETERMINATION OF BONUSES ALLOWED.—

19 (A) INFORMATION PROVIDED TO COMMIS-
20 SION.—Not later than 1 week after the last day
21 of the fiscal year of a covered utility, the cov-
22 ered utility shall provide to the Federal Energy
23 Regulatory Commission information on—

(i) the average percentage increase in customer rates of the covered utility for such fiscal year; and

(ii) the median of the annual compensation for such fiscal year of employees of the covered utility who are not executives.

(B) DETERMINATION OF BONUSES ALLOWED.—Not later than 1 month after the last day of such fiscal year, the Commission shall determine—

(i) whether the covered utility may pay a bonus pursuant to subsection (a)(1); and

(ii) the maximum allowable amount under subsection (a)(2) of any such bonus.

(2) OVERSIGHT OF BONUSES.—

(A) DETERMINATION OF COMPLIANCE.—

The Commission shall, jointly with the Commissioner of Internal Revenue, determine whether each covered utility is in compliance with subsection (a).

(B) PENALTIES.—

(i) FORFEITURE.—A bonus resulting from a violation of subsection (a) by a cov-

1 ered utility shall be forfeited to the United
2 States.

3 (ii) STIMULUS CHECKS.—For any
4 such bonus—

5 (I) the covered utility shall pro-
6 vide any information to the Commis-
7 sioner of Internal Revenue that the
8 Commissioner determines to be nec-
9 essary to carry out subclause (II); and

10 (II) the Commissioner shall issue
11 a payment to each customer of such
12 covered utility in an amount equal to
13 the amount forfeited under clause (i)
14 divided by the number of customers of
15 the covered utility.

16 (c) DEFINITIONS.—In this section:

17 (1) COVERED UTILITY.—The term “covered
18 utility” means a State regulated electric utility (as
19 such term is defined in section 3 of the Public Util-
20 ity Regulatory Policies Act of 1978 (16 U.S.C.
21 2602)) that is not wholly owned by United States
22 persons.

23 (2) CUSTOMER RATES.—The term “customer
24 rates” means the rates and charges made, de-
25 manded, or received by a covered utility for or in

1 connection with the sale of electric energy and, if ap-
2 plicable, natural gas.

3 (3) EXECUTIVE.—The term “executive” means
4 a C-suite executive, including a chief executive offi-
5 cer, chief operating officer, chief financial officer,
6 chief information officer, chief technology officer,
7 chief marketing officer, chief human resources offi-
8 cer, chief people officer, and any person that the
9 Commission determines holds a title substantially
10 similar to any such title.

11 (4) UNITED STATES PERSON.—The term
12 “United States person” means—

13 (A) an individual who is a citizen of, or an
14 alien lawfully admitted for permanent residence
15 in, the United States; or

16 (B) an entity organized under the laws of
17 the United States or any jurisdiction within the
18 United States.

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