



H.R. 7095

the “Accountable Federal Employees Act” (“Accountable Feds Act”)

Sponsor: Rep. Jody Hice (R-GA)

Background: Underperforming federal employees are notoriously hard to discipline and remove. In fact, year after year, the wide majority of federal employees attest in the Federal Employees Viewpoint Survey that the federal government deals ineffectively with their poorly performing colleagues. The consequence of this is obvious: an underperforming, inefficient and unaccountable federal bureaucracy that fails to fully serve the American people.

Prominent among the reasons for this problem are provisions in federal employee union contracts that make it too hard to discipline and remove failing employees. Making matters worse, these contracts often fail to require all employees to focus full-time on performing their jobs. Instead, they allow federal workers to devote excessive taxpayer-funded time to union activities.

The Trump Administration attempted to tackle these problems head-on through a series of ground-breaking executive orders to reform the federal workforce. Not surprisingly, President Biden rescinded these orders promptly after taking office.

H.R. 7095, the “Accountable Federal Employees Act” or “Accountable Feds Act” resolves these matters in one fell swoop, putting into law the full terms of each relevant executive order issued by President Trump. Specific reforms include:

Title I: “Creating Schedule F in the Excepted Service Act.” Codifies E.O. 13597, which placed “confidential, policy-determining, policy-making, and policy-advocating” civil service positions into a new “Schedule F” in the excepted service. This makes it far easier to discipline, transfer or remove ineffective or insubordinate officials serving in top Executive Branch policy leadership positions.

Title II: “Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles Act.” Codifies E.O. 13839, which made it easier to discipline and remove poor performers across the federal workforce. Ensures federal collective bargaining agreements do not limit the use of existing statutory procedures to address poor performance.

Title III: “Ensuring Transparency, Accountability, and Efficiency in Taxpayer-Funded Federal Union Time Use Act.” Codifies E.O. 13837, which limited the amount of on-the-job employee time and office resources used for union activities. Limits to one hour per year the average amount of on-the-job time employees in a bargaining unit can devote to union activities.

Title IV: “Developing Efficient, Effective, and Cost-Reducing Approaches to Federal Sector Collective Bargaining Act.” Codifies E.O. 13836, which prescribed measures to help agencies efficiently negotiate better collective bargaining agreements with federal employee unions. Requires collective bargaining agreements to ensure employees are accountable for their conduct and performance on the job.