

118TH CONGRESS
1ST SESSION

H. R. 6462

To retain Federal employees who are spouses of a member of the Armed Forces or the Foreign Service when relocating due to an involuntary transfer, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 21, 2023

Ms. CROCKETT (for herself, Mr. BACON, Ms. HOULAHAN, Mr. WITTMAN, Mr. RASKIN, Mr. BERGMAN, Ms. ESCOBAR, Mr. HUDSON, Mr. PANETTA, Mr. NEWHOUSE, Ms. JACOBS, Mr. GALLAGHER, Mr. TRONE, and Mrs. KIGGANS of Virginia) introduced the following bill; which was referred to the Committee on Oversight and Accountability

A BILL

To retain Federal employees who are spouses of a member of the Armed Forces or the Foreign Service when relocating due to an involuntary transfer, 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 “Resilient Employment
5 and Authorization Determination to Increase the National
6 Employment of Serving Spouses Act” or the “READI-
7 NESS Act”.

1 **SEC. 2. FLEXIBILITIES FOR FEDERAL EMPLOYEES WHO**
2 **ARE ARMED FORCES OR FOREIGN SERVICE**
3 **SPOUSES.**

4 (a) IN GENERAL.—Not later than 30 calendar days
5 after receiving a request from a covered individual, the
6 head of the agency or instrumentality of the Federal Gov-
7 ernment employing such covered individual shall—

8 (1) authorize such covered individual to work
9 remotely full-time if the head determines that the
10 duties of such covered individual do not require reg-
11 ular physical presence of the covered individual in
12 the workplace;

13 (2) transfer the covered individual to a position
14 of equal grade, as qualified, in the agency or instru-
15 mentality in the commuting area of the new perma-
16 nent duty location of the spouse of such covered in-
17 dividual;

18 (3) transfer the covered individual to a remote
19 position of equal grade, as qualified, in the agency
20 or instrumentality; or

21 (4) in the case of a covered individual who is
22 not authorized or able to be transferred under para-
23 graph (1), (2), or (3), place the covered individual
24 into a nonpay status for the greater of—

1 (A) the duration of the service of the
2 spouse of the covered individual at such perma-
3 nent duty location; or

4 (B) the period of 36 consecutive months
5 following the permanent change of station.

6 (b) NON-ENCUMBERED NONPAY STATUS.—A posi-
7 tion held by a covered individual placed into nonpay status
8 under this section shall not be considered encumbered, and
9 may be backfilled by a permanent employee.

10 (c) REPORTS.—

11 (1) AGENCY REPORTS TO OPM.—Not later than
12 October 1 of each of the first five fiscal years after
13 the date of the enactment of this Act, the head of
14 each agency or instrumentality of the Federal Gov-
15 ernment shall submit to the Director of the Office
16 of Personnel Management—

17 (A) a list of each request received by such
18 head under subsection (a) during the imme-
19 diately preceding fiscal year; and

20 (B) which action was taken by the head
21 under such subsection with respect to such a re-
22 quest.

23 (2) REPORT TO CONGRESS.—Not later than Oc-
24 tober 15 of each of the first five fiscal years after
25 the date of the enactment of this Act, the Director

1 shall provide a report to Congress detailing the in-
2 formation received under paragraph (1), sorted by
3 agency or instrumentality.

4 (d) COVERED INDIVIDUAL DEFINED.—In this sec-
5 tion, the term “covered individual” means an individual—

6 (1) who is the spouse of a member of the
7 Armed Forces (as defined in section 2101 of title 5,
8 United States Code) or the Foreign Service;

9 (2) who is an employee of an agency or instru-
10 mentality of the Federal Government; and

11 (3) who relocates because such member receives
12 a permanent change of station or change in home-
13 port of a vessel, ship-based squadron or staff, or mo-
14 bile unit.

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