

116TH CONGRESS
2D SESSION

S. _____

To require Federal agencies to permit employees to telework full-time during the public health emergency relating to COVID–19, and for other purposes.

IN THE SENATE OF THE UNITED STATES

Mr. VAN HOLLEN (for himself, Mr. LANKFORD, and Ms. SINEMA) introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To require Federal agencies to permit employees to telework full-time during the public health emergency relating to COVID–19, 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 “Pandemic Federal
5 Telework Act of 2020”.

6 **SEC. 2. TELEWORKING REQUIREMENTS FOR FEDERAL EM-**
7 **PLOYEES.**

8 (a) DEFINITIONS.—In this section—

1 or while performing official Federal Gov-
2 ernment duties;

3 (5) the term “employee” means an employee of
4 an agency;

5 (6) the term “Secretary” means the Secretary
6 of Health and Human Services; and

7 (7) the term “telework” has the meaning given
8 the term in section 6501 of title 5, United States
9 Code.

10 (b) REQUIREMENTS.—

11 (1) IN GENERAL.—Notwithstanding any provi-
12 sion of chapter 65 of title 5, United States Code, the
13 head of each agency shall—

14 (A) permit eligible employees with respect
15 to the agency to telework on a full-time basis
16 during the covered period; and

17 (B) review, with respect to employees of
18 the agency for whom the agency head has not
19 made a determination described in subsection
20 (a)(4)(A), whether such a determination should
21 be made.

22 (2) WAIVER.—The head of an agency may
23 waive the requirements of any provision of para-
24 graph (1) that applies with respect to an employee
25 of the agency if the agency head determines that

1 there is a compelling reason for the waiver that re-
2 lates to the effective operation of the Federal Gov-
3 ernment.

4 (3) PLAN FOR FUTURE OUTBREAKS.—Not later
5 than 1 year after the date of enactment of this Act,
6 the Director, in coordination with the Secretary,
7 shall establish a policy—

8 (A) to maximize the use of telework by the
9 Federal workforce during a period in which
10 there is in effect a public health emergency that
11 the Secretary declares under section 319 of the
12 Public Health Service Act (42 U.S.C. 247d) on
13 a date that is after the date of enactment of
14 this Act with respect to an outbreak of an in-
15 fectious disease; and

16 (B) that shall be designed to be imple-
17 mented before implementing any continuity of
18 operations plan with respect to any outbreak
19 described in subparagraph (A).

20 **SEC. 3. TECHNOLOGY MODERNIZATION FUND.**

21 Section 1078(b)(3)(B) of the National Defense Au-
22 thorization Act for Fiscal Year 2018 (40 U.S.C. 11301
23 note) is amended by inserting “, including by enabling or
24 improving telework capabilities,” after “efficiency and cy-
25 bersecurity”.

1 **SEC. 4. TRAINING AND MONITORING.**

2 Section 6503(a) of title 5, United States Code, is
3 amended—

4 (1) in paragraph (1)(B), by inserting “and su-
5 supervisors” after “managers”;

6 (2) by redesignating paragraphs (3) and (4) as
7 paragraphs (4) and (5), respectively; and

8 (3) by inserting after paragraph (2) the fol-
9 lowing:

10 “(3) not later than 180 days after the date on
11 which a manager or supervisor described in para-
12 graph (1)(B) is appointed to a position as such a
13 manager or supervisor, the manager or supervisor
14 has completed interactive telework training that in-
15 cludes instruction relating to—

16 “(A) the benefits of telework;

17 “(B) technology used by the agency to fa-
18 cilitate telework;

19 “(C) strategies for engaging employees
20 who telework;

21 “(D) performance management in the vir-
22 tual workplace; and

23 “(E) information and security protections
24 for information and information systems used
25 during telework;”.