

119TH CONGRESS
1ST SESSION

S. 102

To require Federal agencies to impose in-person work requirements for employees of those agencies and to occupy a certain portion of the office space of those agencies, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JANUARY 15, 2025

Mr. KENNEDY introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To require Federal agencies to impose in-person work requirements for employees of those agencies and to occupy a certain portion of the office space of those agencies, 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 “Reinforce Occupancy
5 Obligations for Maximized Interagency Efficiency Act” or
6 the “ROOMIE Act”.

7 **SEC. 2. DEFINITIONS.**

8 In this Act:

1 (1) ADMINISTRATOR.—The term “Adminis-
2 trator” means the Administrator of General Serv-
3 ices.

4 (2) FEDERAL AGENCY.—The term “Federal
5 agency” has the meaning given the term in section
6 621 of title 40, United States Code.

7 (3) FEDERAL CIVILIAN REAL PROPERTY.—The
8 term “Federal civilian real property” has the mean-
9 ing given the term in section 3 of the Federal Assets
10 Sale and Transfer Act of 2016 (40 U.S.C. 1303
11 note; Public Law 114–287).

12 (4) USABLE SQUARE FEET.—The term “usable
13 square feet” has the meaning given the term by the
14 Administrator.

15 **SEC. 3. FINDINGS.**

16 Congress finds that—

17 (1) according to a 2023 review of Federal agen-
18 cies by the Government Accountability Office—

19 (A) 17 Federal agencies “used on average
20 an estimated 25 percent or less of the capacity
21 of their headquarters buildings”; and

22 (B) 1 Federal agency headquarters exam-
23 ined would only occupy 67 percent of the office
24 space of the Federal agency if 100 percent of

1 the employees of the Federal agency worked in-
2 person;

3 (2) according to a 2024 report by the Public
4 Buildings Reform Board established by section 4(a)
5 of the Federal Assets Sale and Transfer Act of 2016
6 (40 U.S.C. 1303 note; Public Law 114–287)—

7 (A) in the National Capital Region, the
8 Federal Government owns or leases almost
9 90,000,000 square feet of property;

10 (B) a sample of Federal properties in
11 Washington, D.C., maintained only 12 percent
12 capacity on average;

13 (C) “billions of dollars are being expended
14 on buildings that should be disposed of given
15 the new normal of low occupancy”; and

16 (D) some Federal agencies have developed
17 cultural expectations that they should retain a
18 “flagship” property despite significant under
19 usage of that property; and

20 (3) according to a 2023 report by the Office of
21 Audits of the Office of Inspector General of the Gen-
22 eral Services Administration—

23 (A) Federal Government buildings can
24 pose significant health risks if they remain un-
25 derutilized; and

(B) since July 2023, “elevated levels of Legionella”, which is a bacterium that can cause serious infection and death, “were found in six GSA-controlled buildings, all of which are open to the public”.

SEC. 4. IN-PERSON WORK REQUIREMENTS.

(a) FEDERAL AGENCY POLICY MODIFICATION.—

(1) IN GENERAL.—Not later than 120 days after the date of enactment of this Act, the head of each Federal agency shall amend the policies of the Federal agency, if necessary, to require—

(A) not less than 80 percent of the employees of the Federal agency to work in-person Monday through Friday of each week, not including any day that is a legal public holiday described in section 6103 of title 5, United States Code, as certified by the Director of the Office of Personnel Management; and

(B) except as provided in paragraph (2), not less than 60 percent of the usable square feet of the office space of the Federal agency in any Federal civilian real property owned, leased, or controlled by the Federal agency to be occupied by employees of the Federal agency, as certified by the Administrator.

1 (2) EXCEPTION.—

2 (A) IN GENERAL.—If a Federal agency
3 does not employ enough individuals to occupy
4 60 percent of the usable square feet of the of-
5 fice space of the Federal agency in any Federal
6 civilian real property owned, leased, or con-
7 trolled by the Federal agency, the head of the
8 Federal agency shall, not later than 1 year
9 after the date of enactment of this Act, prepare
10 and submit to the Administrator, the Com-
11 mittee on Environment and Public Works of the
12 Senate, and the Committee on Transportation
13 and Infrastructure of the House of Representa-
14 tives an occupancy plan in accordance with sub-
15 paragraph (B).

16 (B) REQUIREMENTS.—An occupancy plan
17 prepared and submitted under subparagraph
18 (A) shall detail how the Federal agency plans to
19 reach 60 percent occupancy in the usable
20 square feet of the office space of the Federal
21 agency in any Federal civilian real property
22 owned, leased, or controlled by the Federal
23 agency through the use of individuals employed
24 by any Federal agency, with special consider-

1 ation given to individuals employed by different
2 Federal agencies.

3 (b) REPORT.—Not later than 1 year after the date
4 that is 120 days after the date of enactment of this Act,
5 the Comptroller General of the United States shall submit
6 to Congress a report regarding the implementation of the
7 requirement under subsection (a)(1), as certified by the
8 Director of the Office of Personnel Management and the
9 Administrator, as applicable.

10 **SEC. 5. NONCOMPLIANCE.**

11 (a) IN GENERAL.—If a Federal agency fails to com-
12 ply with section 4(a) by the deadlines described in that
13 section, the Federal agency or the General Services Ad-
14 ministration, as applicable, shall sell, terminate, or be pro-
15 hibited from re-signing the lease for, the applicable Fed-
16 eral civilian real property in accordance with subsection
17 (b) or (c), as applicable.

18 (b) PROPERTY OWNED OR CONTROLLED BY THE
19 FEDERAL AGENCY.—If the Federal agency owns or con-
20 trols the Federal civilian real property in which the office
21 space described in subsection (a) is located, the Federal
22 agency or the General Services Administration, as applica-
23 ble, shall sell the Federal civilian real property.

24 (c) PROPERTY LEASED BY THE FEDERAL AGEN-
25 CY.—If the Federal agency leases the Federal civilian real

1 property in which the office space described in subsection
2 (a) is located, the Federal agency or the General Services
3 Administration, as applicable—

4 (1) if the lease contains an early termination or
5 other applicable provision—

6 (A) shall execute that provision and termi-
7 nate the lease early; and

8 (B) shall not re-sign the lease; or

9 (2) if the lease does not contain an early termi-
10 nation or other applicable provision, shall not re-sign
11 the lease.

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