

## **Amendment offered by Mr. Vindman**

### **Amendment description**

The amendment would require the Secretary of Agriculture to rehire all qualified federal employees that were separated from service as part of a mass termination at the Department of Agriculture. Specifically, this covers employees at NRCS, FSA, APHIS, and FSIS. This does not include federal employees who were involuntarily separated on charges of misconduct or delinquency or who were separated because of a poor performance review.

**AMENDMENT TO \_\_\_\_\_**  
**OFFERED BY MR. VINDMAN OF VIRGINIA**

Add at the end of section 10108 the following:

1       (d) REHIRING CERTAIN STAFF OF CERTAIN DE-  
2 PARTMENT OF AGRICULTURE OFFICES.—

3           (1) PROHIBITION ON USE OF FUNDS.—None of  
4 the funds made available by this Act may be used  
5 until the date on which the Secretary of Agriculture  
6 reinstates or hires a replacement for all qualified  
7 Federal employees that were separated from service  
8 as part of a mass termination by the Department of  
9 Agriculture during the period beginning on January  
10 20, 2025, and ending on the date of enactment of  
11 this Act.

12           (2) DIRECT HIRING AUTHORITY FOR REPLACE-  
13 MENTS.—With respect to any terminated qualified  
14 Federal employee who does not accept an offer of re-  
15 instatement pursuant to paragraph (1) before the  
16 date that is 60 days after the date of enactment of  
17 this Act, the Secretary of Agriculture shall have di-  
18 rect hiring authority to hire a replacement for such  
19 employee.

20           (3) DEFINITIONS.—In this subsection:

1           (A) MASS TERMINATION.—The term  
2           “mass termination” means not fewer than 15  
3           voluntary or involuntary separations from serv-  
4           ice in an Executive agency during a 30-day pe-  
5           riod pursuant to the same or related actions, di-  
6           rectives, orders, or activities by the Federal  
7           Government.

8           (B) QUALIFIED FEDERAL EMPLOYEE.—  
9           The term “qualified Federal employee” means  
10          an individual who was—

11                 (i) was employed by the Natural Re-  
12                 source Conservation Service, Farm Service  
13                 Agency, Animal Plant Health Inspection  
14                 Service, or Food Safety and Inspection  
15                 Service on January 19, 2020; and

16                 (ii) was not involuntarily separated  
17                 from the Natural Resource Conservation  
18                 Service, Farm Service Agency, Animal  
19                 Plant Health Inspection Service, or Food  
20                 Safety and Inspection Service after such  
21                 date—

22                         (I) on clearly documented  
23                         charges of misconduct or delinquency;  
24                         or

1 (II) following a clearly docu-  
2 mented performance review that was  
3 unacceptable or less than fully suc-  
4 cessful.

