

**Amendment offered by Rep. Sharice Davids (KS-03)**

**Amendment description**

The amendment would require USDA to rehire or hire a replacement for all qualified federal employees that were separated from service as part of a mass termination by the Department beginning on January 20, 2025. It prohibits NRCS, FSA, and RD office closures.

**AMENDMENT**

**OFFERED BY MS.DAVIDS**

At the end of title XII, add the following:

1 **SEC. \_\_\_\_ . PROHIBITION ON CLOSURE OR RELOCATION OF**  
2 **CERTAIN DEPARTMENT OF AGRICULTURE**  
3 **OFFICES.**

4 (a) **IN GENERAL.**—The Secretary may not close or  
5 relocate a county or field office of the Natural Resources  
6 Conservation Service, the Farm Service Agency, a Rural  
7 Development area, or any county service center of the De-  
8 partment of Agriculture.

9 (b) **EXCEPTIONS.**—Subsection (a) shall not apply  
10 with respect to—

11 (1) an office that is located not more than 20  
12 miles from another office of the Natural Resources  
13 Conservation Service, the Farm Service Agency, a  
14 Rural Development area, or any county service cen-  
15 ter; or

16 (2) the relocation of an office within the same  
17 county in the course of routine leasing operations.

1 **SEC. \_\_\_\_ . REHIRING CERTAIN EMPLOYEES OF DEPART-**  
2 **MENT OF AGRICULTURE.**

3 (a) PROHIBITION ON USE OF FUNDS.—This Act (and  
4 the amendments made by this Act) shall not take effect  
5 until the date on which the Secretary of Agriculture rein-  
6 states or hires a replacement for all qualified Federal em-  
7 ployees that were separated from service as part of a mass  
8 termination by the Department of Agriculture during the  
9 period beginning on January 20, 2025, and ending on the  
10 date of enactment of this Act.

11 (b) DIRECT HIRING AUTHORITY FOR REPLACE-  
12 MENTS.—With respect to any terminated qualified Fed-  
13 eral employee who does not accept an offer of reinstate-  
14 ment pursuant to subsection (a) before the date that is  
15 60 days after the date of enactment of this Act, the Sec-  
16 retary of Agriculture shall have direct hiring authority to  
17 hire a replacement for such employee.

18 (c) DEFINITIONS.—In this section:

19 (1) MASS TERMINATION.—The term “mass ter-  
20 mination” means not fewer than 15 voluntary or in-  
21 voluntary separations from service in an Executive  
22 agency during a 30-day period pursuant to the same  
23 or related actions, directives, orders, or activities by  
24 the Federal Government.

1           (2) QUALIFIED FEDERAL EMPLOYEE.—The  
2           term “qualified Federal employee” means an indi-  
3           vidual who was—

4                   (A) was employed by the Natural Resource  
5           Conservation Service, Farm Service Agency, or  
6           USDA Rural Development on January 19,  
7           2020; and

8                   (B) was not involuntarily separated from  
9           the Department of Agriculture after such  
10          date—

11                   (i) on clearly documented charges of  
12          misconduct or delinquency; or

13                   (ii) following a clearly documented  
14          performance review that was unacceptable  
15          or less than fully successful.

