

**AMENDMENT IN THE NATURE OF A SUBSTITUTE**  
**TO H.R. 2027**  
**OFFERED BY M**\_\_ . \_\_\_\_\_

Strike all after the enacting clause and insert the following:

**1 SECTION 1. SHORT TITLE.**

2       This Act may be cited as the “Returning SBA to  
3 Main Street Act of 2025”.

**4 SEC. 2. DEFINITIONS.**

5       In this Act:

6           (1) ADMINISTRATION; ADMINISTRATOR.—The  
7       terms “Administration” and “Administrator” mean  
8       the Small Business Administration and the Adminis-  
9       trator thereof, respectively.

10          (2) BUDGET JUSTIFICATION MATERIALS.—The  
11       term “budget justification materials” has the mean-  
12       ing given that term in section 3(b)(2)(A) of the Fed-  
13       eral Funding Accountability and Transparency Act  
14       of 2006 (31 U.S.C. 6101 note).

15          (3) EMPLOYEE.—The term “employee” has the  
16       meaning given that term in section 2105 of title 5,  
17       United States Code.

1           (4) HEADQUARTERS EMPLOYEE OF THE ADMIN-  
2           ISTRATION.—The term “headquarters employee of  
3           the Administration” means—

4                   (A) an employee of the Administration  
5                   whose permanent duty station is at the head-  
6                   quarters of the Administration; or

7                   (B) an employee of the Administration—

8                           (i) who teleworks on a full-time basis;

9                           and

10                           (ii) whose rate of pay is calculated  
11                           based on the Washington metropolitan  
12                           area rate of pay.

13           (5) HEADQUARTERS OF THE ADMINISTRA-  
14           TION.—The term “headquarters of the Administra-  
15           tion” means the building serving as the principal  
16           managerial and administrative center of the Admin-  
17           istration in accordance with section 4(a) of the  
18           Small Business Act (15 U.S.C. 633(a)).

19           (6) PAY LOCALITY.—The term “pay locality”  
20           has the meaning given that term in section 5302 of  
21           title 5, United States Code.

22           (7) RURAL.—The term “rural” means any area  
23           that is not designated as an urban area, based on  
24           the most recent data available from the Bureau of  
25           the Census.

1           (8) TELEWORK.—The term “telework” has the  
2           meaning given that term in section 6501 of title 5,  
3           United States Code.

4           (9) TELEWORK ON A FULL-TIME BASIS.—The  
5           term “telework on a full-time basis” means that an  
6           employee is authorized to telework for 100 percent  
7           of the work days of the employee per pay period.

8           (10) WASHINGTON METROPOLITAN AREA.—The  
9           term “Washington metropolitan area” means the ge-  
10          ographic area to which the Washington metropolitan  
11          area rate of pay applies.

12          (11) WASHINGTON METROPOLITAN AREA RATE  
13          OF PAY.—The term “Washington metropolitan area  
14          rate of pay” means the rate of pay in effect for the  
15          pay locality designated as “Washington-Baltimore-  
16          Arlington, DC-MD-VA-WV-PA”.

17 **SEC. 3. RELOCATION OF EMPLOYEE.**

18          (a) IN GENERAL.—Notwithstanding any other provi-  
19          sions of law, and not later than 1 year after the date of  
20          enactment of this Act, if the Administrator determines  
21          that implementing the requirements under paragraphs (1)  
22          and (2) of this subsection will reduce the cost to the Fed-  
23          eral Government (which determination the Administrator  
24          shall explain in detail in the report required under sub-  
25          section (d) of this section) the Administrator shall—

1           (1) change the permanent duty station of not  
2           less than 30 percent of the headquarters employees  
3           of the Administration as of the date of enactment of  
4           this Act, to be at an office of the Administration at  
5           a location outside the Washington metropolitan area,  
6           which shall be at locations throughout the regions of  
7           the Administration; and

8           (2) for each employee of the Administration  
9           whose permanent duty station is changed under  
10          paragraph (1), ensure that—

11                   (A) the rate of pay of the employee is cal-  
12                   culated based on the pay locality for the perma-  
13                   nent duty station of the employee; and

14                   (B) the employee is not authorized to  
15                   telework on a full-time basis.

16          (b) DETERMINATION OF NEW DUTY STATIONS.—In  
17          determining the permanent duty stations of headquarters  
18          employees of the Administration under subsection (a)(1),  
19          the Administrator shall—

20                   (1) promote geographic diversity, including con-  
21                   sideration of rural markets; and

22                   (2) ensure adequate staffing throughout the re-  
23                   gions of the Administration, to promote in-person  
24                   customer service.

1           (c) DETERMINATION OF EMPLOYEES ELIGIBLE FOR  
2 A CHANGE IN DUTY STATION.—

3           (1) IN GENERAL.—Except as provided in para-  
4 graph (2), the Administrator shall include each  
5 headquarters employee of the Administration as eli-  
6 gible for a change in permanent duty station under  
7 subsection (a).

8           (2) EXCEPTION.—A headquarters employee of  
9 the Administration who is a qualified individual who  
10 receives an accommodation to telework on a full-time  
11 basis as a reasonable accommodation under title I of  
12 the Americans with Disabilities Act of 1990 (42  
13 U.S.C. 12111 et seq.)—

14           (A) shall not be determined to be eligible  
15 for a change in permanent duty station under  
16 subsection (a); and

17           (B) shall be counted as a headquarters em-  
18 ployee of the Administration for purposes of  
19 complying with subsection (a)(1).

20           (3) NOTICE OF DETERMINATION OF ELIGI-  
21 BILITY.—Not later than the day before the date on  
22 which the Administrator submits the report required  
23 under subsection (d), the Administrator shall notify  
24 each headquarters employee of the Administration  
25 who the Administrator determines is eligible for a

1 change in permanent duty station under subsection  
2 (a) of that determination.

3 (d) REPORT.—Not later than 180 days after the date  
4 of enactment of this Act, the Administrator shall submit  
5 to the Committee on Small Business and Entrepreneur-  
6 ship of the Senate and the Committee on Small Business  
7 of the House of Representatives a report that provides—

8 (1) the number of headquarters employees of  
9 the Administration, as of the date of enactment of  
10 this Act;

11 (2) the number of headquarters employees of  
12 the Administration identified as eligible for a change  
13 in permanent duty station, in accordance with sub-  
14 section (c);

15 (3) the number of headquarters employees of  
16 the Administration whose permanent duty station  
17 will be changed to be at an office of the Administra-  
18 tion at a location outside the Washington metropoli-  
19 tan area under subsection (a);

20 (4) the number of headquarters employees of  
21 the Administration subject to an exception under  
22 subsection (c)(2); and

23 (5) the plan of the Administrator to implement  
24 subsection (a).

25 (e) IMPLEMENTATION.—

1           (1) IN GENERAL.—Not earlier than 60 days  
2           and not later than 90 days after the date on which  
3           the Administrator submits the report required under  
4           subsection (d), the Administrator shall notify each  
5           headquarters employee of the Administration whose  
6           permanent duty station will be changed to be at an  
7           office of the Administration located outside the  
8           Washington metropolitan area under subsection  
9           (a)—

10                   (A) that, effective 90 days after the date  
11                   of the notification—

12                           (i) the permanent duty station of the  
13                           employee shall be changed;

14                           (ii) the rate of pay of the employee  
15                           shall be calculated based on the pay local-  
16                           ity for such permanent duty station; and

17                           (iii) the employee shall not be author-  
18                           ized to telework on a full-time basis; and

19                   (B) of the location of such permanent duty  
20                   station.

21           (2) FULL-TIME TELEWORKERS REMAINING IN  
22           THE WASHINGTON METROPOLITAN AREA.—

23                   (A) IN GENERAL.—For any employee de-  
24                   scribed in subparagraph (B), effective on the  
25                   date that is 180 days after the date on which

1 the Administrator submits the report required  
2 under subsection (d), the employee shall not be  
3 authorized to telework on a full-time basis.

4 (B) EMPLOYEES COVERED.—An employee  
5 described in this subparagraph is a head-  
6 quarters employee of the Administration—

7 (i) who teleworks on a full-time basis,  
8 as of the date of enactment of this Act;

9 (ii) who is not subject to an exception  
10 under subsection (c)(2); and

11 (iii) whose permanent duty station is  
12 not changed to be an office of the Adminis-  
13 tration at a location outside the Wash-  
14 ington metropolitan area under subsection  
15 (a).

16 (3) NO RELOCATION INCENTIVES.—If, pursuant  
17 to this Act, the official worksite (as defined in sec-  
18 tion 531.602 of title 5, Code of Federal Regulations,  
19 or any successor regulation) of an employee changes  
20 from the residence of the employee to the head-  
21 quarters of the Administration, notwithstanding any  
22 other provision of law, the employee shall not be  
23 paid any relocation incentive.



1 **SEC. 4. REDUCTION IN HEADQUARTERS OFFICE SPACE.**

2 (a) IN GENERAL.—The Administrator shall reduce  
3 the amount of office space for the headquarters of the Ad-  
4 ministration by not less than 30 percent.

5 (b) IMPLEMENTATION.—The Administrator shall—

6 (1) begin reducing office space under subsection

7 (a) not later than 180 days after the date of enact-  
8 ment of this Act; and

9 (2) complete the reduction of office space re-  
10 quired under subsection (a) not later than 2 years  
11 after the date of enactment of this Act.

12 **SEC. 5. INFORMATION INCLUDED IN BUDGET JUSTIFICA-**  
13 **TION MATERIALS PROVIDED TO CONGRESS.**

14 The Administrator shall include in the first budget  
15 justification materials of the Administration submitted  
16 after the date of enactment of this Act, and the budget  
17 justification materials of the Administration for each fiscal  
18 year thereafter—

19 (1) the number of headquarters employees of  
20 the Administration;

21 (2) the number of employees of the Administra-  
22 tion assigned to a permanent duty station in—

23 (A) a field office of the Administration;

24 (B) a district office of the Administration;

25 or

26 (C) a regional office of the Administration;

1           (3) the number of employees of the Administra-  
2           tion who telework on a full-time basis; and

3           (4) the number of employees of the Administra-  
4           tion who are a qualified individual who receives an  
5           accommodation to telework on a full-time basis as a  
6           reasonable accommodation under title I of the Amer-  
7           icans with Disabilities Act of 1990 (42 U.S.C.  
8           12111 et seq.).

9   **SEC. 6. SEVERABILITY.**

10       If any provision of this Act or the application of such  
11       provision to any person or circumstance is held to be un-  
12       constitutional, the remainder of this Act and the applica-  
13       tion of the provision to any other person or circumstance  
14       shall not be affected thereby.

15   **SEC. 7. SUPERSESION.**

16       This Act shall supersede any other provision of law  
17       and any provision of a collective bargaining agreement or  
18       master labor agreement.

19   **SEC. 8. NO PRIVATE CAUSE OF ACTION.**

20       Nothing in this Act shall be construed to establish  
21       a private cause of action, equitable or otherwise, to chal-  
22       lenge any selection, change, or decision made, or action  
23       taken, under this Act.

