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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R. _____

To establish a temporary process for former Federal employees to obtain personnel records, secure administrative corrections to personnel and benefits documentation, and receive benefits coordination support, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. WALKINSHAW introduced the following bill; which was referred to the
Committee on _____

A BILL

To establish a temporary process for former Federal employees to obtain personnel records, secure administrative corrections to personnel and benefits documentation, and receive benefits coordination support, 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 “Federal Employee
5 Records Relief Act”.

1 **SEC. 2. REQUESTS FOR FEDERAL EMPLOYEE PERSONNEL**
2 **RECORDS, SECURE ADMINISTRATIVE COR-**
3 **RECTIONS TO PERSONNEL AND BENEFITS**
4 **DOCUMENTATION, AND RECEIVE BENEFITS**
5 **COORDINATION SUPPORT.**

6 (a) **REQUIRED ACTIONS.**—A covered individual may
7 submit to the Director of the Office of Personnel Manage-
8 ment a request for administrative correction of a covered
9 personnel record error and for access to personnel records.
10 Upon request by a covered individual—

11 (1) the Director, in coordination with the indi-
12 vidual's last employing entity, shall provide the cov-
13 ered individual copies of relevant personnel records,
14 including separation-related personnel actions (in-
15 cluding SF–50s);

16 (2) the Director and the last employing agency
17 shall take such actions as are necessary, within their
18 respective authorities, to complete administrative
19 correction of a covered personnel record error, in-
20 cluding by issuing missing personnel actions or cor-
21 rected personnel actions; or

22 (3) the Director shall provide written informa-
23 tion and coordination assistance regarding benefits
24 enrollment status and coverage end dates, and avail-
25 able continuation options, including temporary con-

1 continuation of coverage under section 8905a of title 5,
2 United States Code.

3 (b) ADMINISTRATION.—

4 (1) IN GENERAL.—The Director shall carry out
5 this Act through the Retirement Services Office of
6 the Office (or any successor office), or such other
7 component of the Office as the Director may des-
8 ignate.

9 (2) COOPERATION.—Each entity of the Federal
10 Government shall, upon request of the Director,
11 search for and furnish to the Director records and
12 information necessary to carry out this Act in a
13 timely manner consistent with applicable law gov-
14 erning personnel records and reporting require-
15 ments.

16 (3) APPLICATION.—

17 (A) ADMINISTRATIVE RELIEF ONLY.—As-
18 sistance and corrections under this Act are lim-
19 ited to administrative completion, correction,
20 reissuance, certification, and provision of
21 records and benefits coordination information.

22 (B) NO RECHARACTERIZATION REQUIRE-
23 MENT.—Nothing in this Act shall be construed
24 to require an entity of the Federal Government
25 to change the characterization of a separation

1 (including resignation, retirement, or removal)
2 absent a final order, settlement, or other bind-
3 ing legal determination under otherwise applica-
4 ble law.

5 (C) SUNSET.—A request under subsection
6 (a) by a covered individual shall be submitted
7 during the 4-year period beginning on the date
8 of the enactment of this Act, and any request
9 submitted after the end of such period shall not
10 be accepted or processed under this Act.

11 (D) ANNUITANTS.—A covered individual
12 may submit a request under this Act regardless
13 of whether such individual is a Federal annu-
14 itant.

15 (c) DEFINITIONS.—In this Act—

16 (1) the term “covered individual” means an in-
17 dividual who—

18 (A) was employed by an entity of the Fed-
19 eral Government (but not including the uni-
20 formed services as that term is defined in sec-
21 tion 101 of title 10, United States Code); and

22 (B) separated from Federal employment
23 for any reason on or after January 20, 2025;

24 (2) the term “covered personnel record error”
25 means a missing, incomplete, or erroneous personnel

1 record or personnel action that affects, relates to, or
2 is needed to document—

3 (A) the individual's separation, position,
4 pay, or leave status (including leave liquida-
5 tion); or

6 (B) enrollment, termination dates, eligi-
7 bility, or election processing under a Federal
8 employee benefits program (including health
9 benefits continuation options);

10 (3) the term “Director” means the Director of
11 the Office of Personnel Management; and

12 (4) the term “personnel records” includes the
13 Official Personnel Folder and related records and
14 personnel actions for current and former employees.