

118th CONGRESS
2nd Session

H. R. XXXX

IN THE HOUSE OF REPRESENTATIVES

[Date]

Mr./Ms. [Name of the Representative] introduced the following bill; which was referred to the Committee on [Committee Name].

A BILL

To mandate the gradual automation of all federal jobs that are determined to be automatable as current employees in those positions leave their jobs, thereby increasing government efficiency, reducing costs, and ensuring the federal workforce remains adaptable and future-focused.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “**Federal Workforce Automation Transition Act of 2024**”.

SECTION 2. FINDINGS.

Congress finds the following:

1. Advances in artificial intelligence, robotics, and automation technologies have made it possible to automate a wide range of tasks currently performed by federal employees.

2. Automating repetitive and routine tasks can significantly increase efficiency, reduce operational costs, and free up human resources for more complex and strategic functions within the federal government.
3. A phased transition to automation will allow for the gradual implementation of new technologies, minimizing disruption to the federal workforce and ensuring continuity of service.

SECTION 3. DEFINITIONS.

For the purposes of this Act:

(a) Automatable Job. Any federal position whose duties can be fully or partially performed by automated systems, artificial intelligence, or robotics, based on current technological capabilities.

(b) Automation Transition Plan (ATP). A plan developed by each federal agency to identify and automate eligible positions as they become vacant.

SECTION 4. AUTOMATION TRANSITION IMPLEMENTATION.

(a) Agency Responsibility.

1. Each federal agency shall establish an Automation Transition Plan (ATP) within 12 months of the enactment of this Act.
2. The ATP shall identify all federal positions within the agency that are classified as automatable.
3. For positions not classified as automatable, the ATP shall clearly articulate the specific functions, tasks, or responsibilities that are deemed non-automatable and provide a detailed rationale for why automation is not feasible.
4. The ATP shall include a timeline and strategy for automating positions classified as automatable as they become vacant.
5. The implementation of the ATP shall adhere to the Subsidiarity Clause outlined in Section 10 of this Act.

(b) Vacancy-Triggered Automation.

1. As federal employees leave automatable positions, agencies are required to automate the tasks associated with those positions unless there is a compelling reason to retain human workers.
2. Agencies shall prioritize automation technologies that are cost-effective, reliable, and have a proven track record in similar applications.
3. In accordance with the Subsidiarity Clause, agencies must first consider private individuals or entities for executing the automation tasks, followed by local and state governments if private entities are unable to fulfill these duties.

(c) Cost-Benefit Analysis.

1. Agencies must conduct a cost-benefit analysis for each automatable position before automation.
2. The analysis should compare the long-term savings and efficiencies gained through automation against the initial costs of implementing the technology.
3. The analysis shall also consider the potential for private or local entities to perform these tasks, as per the Subsidiarity Clause.

(d) Reinvestment of Savings.

1. A portion of the savings generated from automation shall be reinvested in retraining and upskilling remaining federal employees, particularly in areas where human oversight, creativity, and strategic thinking are crucial.
2. The remaining savings shall be directed toward reducing the national debt.

SECTION 5. REPORTING AND ACCOUNTABILITY.

(a) Annual Reporting.

1. Each federal agency shall submit an annual report to Congress detailing the number of positions automated, the cost savings realized, and the impact on agency operations.
2. The report shall include an evaluation of the effectiveness of the automation and any lessons learned.
3. The report shall also address how the Subsidiarity Clause was applied in the implementation of the ATP.

(b) Oversight.

1. The Office of Management and Budget (OMB) shall oversee the implementation of this Act and ensure that agencies are adhering to the provisions of their ATPs.
2. OMB shall issue an annual report to Congress summarizing the progress across all federal agencies, with particular attention to the adherence to the Subsidiarity Clause.

SECTION 6. PROTECTION OF CRITICAL FUNCTIONS.

(a) Exemptions.

1. Certain positions that involve critical decision-making, national security, or require human judgment may be exempted from automation. These exemptions must be justified and documented in the ATP.
2. Exempted positions shall be reviewed every three years to assess whether advancements in technology now allow for their automation.

SECTION 7. IMPLEMENTATION AND TIMELINE.

(a) Effective Date. This Act shall take effect 180 days after its enactment.

(b) Completion Date. The automation of all identified automatable positions should be completed within 10 years from the effective date of this Act.

SECTION 8. SEVERABILITY.

If any provision of this Act or the application thereof to any person or circumstance is held invalid, the remainder of this Act and the application of such provision to other persons or circumstances shall not be affected thereby.

SECTION 9. SUNSET PROVISION.

This Act shall be reviewed by Congress five years after its enactment to assess its impact and effectiveness. Congress may reauthorize, amend, or repeal the Act based on this review.