

House Bill 1174

By: Representatives Draper of the 90th, Park of the 107th, Roberts of the 52nd, Crawford of the 89th, and Oliver of the 84th

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to
2 general provisions regarding labor and industrial relations, so as to provide retraining and
3 other support for displaced federal employees; to provide for a definition; to provide for
4 coordination between the Georgia Department of Labor and the Technical College System
5 of Georgia and the University System of Georgia; to provide for tuition assistance; to provide
6 for certain expedited procedures; to provide for coordination between the Georgia
7 Department of Labor and federal agencies; to amend Chapter 2 of Title 45 of the Official
8 Code of Georgia Annotated, relating to eligibility and qualifications for office, so as to
9 provide for the modification of certain hiring procedures for certain displaced federal
10 employees; to provide for reporting; to provide for a definition; to provide for related
11 matters; to provide for a short title; to provide for legislative findings; to provide for an
12 effective date; to repeal conflicting laws; and for other purposes.

13 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

14 **SECTION 1.**

15 This Act shall be known and may be cited as the "Federal Workforce Stability and
16 Reemployment Priority Act."

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SECTION 2.

17

18 The General Assembly finds that:

19 (1) Georgia's economy is significantly affected by the presence of federal workers in
20 defense, logistics, aviation, public health, and other fields;21 (2) Federal government shutdowns, furloughs, and workforce reductions create immediate
22 economic hardship for affected families and communities;23 (3) Ensuring rapid reemployment opportunities and retraining access for displaced federal
24 employees strengthens Georgia's workforce and provides economic stability;25 (4) The state should modify hiring procedures for eligible federal employees and offer
26 career transition support to eligible federal employees to keep skilled workers in Georgia's
27 labor market; and28 (5) Georgia law creates certain state agency hiring preferences for veterans and should
29 similarly provide preferences for displaced federal workers, except as otherwise required
30 by federal law or court order.**SECTION 3.**

31

32 Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to general
33 provisions regarding labor and industrial relations, is amended by adding a new Code section
34 to read as follows:35 "34-1-11.36 (a) As used in this Code section, the term 'displaced federal employee' means an individual
37 who:38 (1) Was employed by a federal agency with offices located in this state; and39 (2) Lost employment due to a federal shutdown, furlough exceeding 30 consecutive
40 days, elimination of position, base realignment, or workforce reduction.41 (b) The Georgia Department of Labor shall coordinate with the Technical College System
42 of Georgia and the University System of Georgia to:

- 43 (1) Provide displaced federal employees with priority access to retraining programs,
 44 certificates that reflect the acquisition of new work skills, and other career transition
 45 services;
- 46 (2) Waive, reduce, or subsidize tuition or program costs where determined permissible
 47 by the Georgia Department of Labor and financially feasible by the Technical College
 48 System of Georgia or the University System of Georgia, respectively, for displaced
 49 federal employees; and
- 50 (3) Establish expedited intake and counseling procedures for such individuals.
- 51 (c) The Georgia Department of Labor may enter into agreements with federal agencies to
 52 verify eligibility and share transition support data."

53 SECTION 4.

54 Chapter 2 of Title 45 of the Official Code of Georgia Annotated, relating to eligibility and
 55 qualifications for office, is amended by adding a new article to read as follows:

56 "ARTICLE 4

57 45-2-50.

58 As used in this article, the term 'displaced federal employee' means an individual who:

- 59 (1) Was employed by a federal agency with offices located in this state; and
 60 (2) Lost employment due to a federal shutdown, furlough exceeding 30 consecutive
 61 days, elimination of position, base realignment, or workforce reduction.

62 45-2-50.

63 (a) State agencies shall modify hiring procedures so as to interview all qualified displaced
 64 federal employees who meet the minimum job requirements for a posted position unless
 65 the agency documents a legally valid operational reason for not doing so.

66 (b) The provisions of subsection (a) of this Code section shall not supersede any federal
67 or court ordered employment requirements.

68 45-2-52.

69 (a) Each state agency shall annually report to the Department of Administrative Services
70 the number of displaced federal employees who:

71 (1) Applied for positions within state agencies;

72 (2) Interviewed for a position within a state agency; and

73 (3) Were hired for a position within a state agency.

74 (b) The report provided for in subsection (a) of this Code section shall be filed with the
75 Governor, Lieutenant Governor, and Speaker of the House of Representatives by
76 January 10, 2027, and each January 10 thereafter."

77 **SECTION 5.**

78 This Act shall become effective on July 1, 2026.

79 **SECTION 6.**

80 All laws and parts of laws in conflict with this Act are repealed.