

H.R. 466, as amended

The Wounded Veteran Job Security Act

Title: To amend title 38, United States Code, to prohibit discrimination and acts of reprisal against persons who receive treatment for illnesses, injuries, and disabilities incurred in or aggravated by service in the uniformed services.

Mr. Doggett of Texas introduced H.R. 466 on January 13, 2009.

H.R. 466, as amended, would:

1. Expand Uniformed Services Employment and Reemployment Rights Act (USERRA) protections for veterans who seek treatment for an: illness, injury or disability determined by the Secretary of the Department of Veterans Affairs to have been incurred in or aggravated by military service.
2. Align legislation with current protections available under the Uniformed Services Employment and Reemployment Rights Act. Service-connected disabled veterans who seek medical attention would have the USERRA protections for seniority, status, retention, and pay as well as other rights and benefits determined by employment and/or seniority.
3. Provide relief for the employer. Instead of placing a time limitation, the employer may elect not to reemploy the veterans if the employer can show that such leave would impose an undue hardship to the employer.
4. No employer may require the veteran to use vacation or annual leave during such period.

Effective Date: The amendments shall apply with respect to treatment received on or after the date of the enactment of this Act.

Cost: Preliminary cost estimate from CBO estimates that implementing H.R. 466 would cost less than \$500,000 over a five-year period.

Legislative History:

- March 4, 2009: Legislative hearing held by the Subcommittee on Economic Opportunity.
March 19, 2009: Ordered reported by the Subcommittee on Economic Opportunity.
May 6, 2009: Ordered reported by the Committee on Veterans' Affairs.
June 8, 2009: Passed the House, amended, under suspension by voice vote.