

**SUBSTITUTE FOR THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 472  
OFFERED BY Mr. [Takano](#)**

Strike all after the enacting clause and insert the following:

**1 SECTION 1. SHORT TITLE.**

2       This Act may be cited as the “VA Employee Fairness  
3 Act of 2025”.

**4 SEC. 1. MODIFICATION OF AUTHORITIES ON COLLECTIVE  
5 BARGAINING OF EMPLOYEES OF THE VET-  
6 ERANS HEALTH ADMINISTRATION.**

7       (a) IN GENERAL.—Section 7422 of title 38, United  
8 States Code, is amended—

9           (1) by striking subsections (b), (c), and (d); and

10          (2) by redesignating subsection (e) as sub-  
11 section (b).

12       (b) RULE OF CONSTRUCTION.—The amendments  
13 made by subsection (a) may not be construed to affect  
14 the authorities of the Secretary of Veterans Affairs re-  
15 garding incentive pay and expedited hiring under section  
16 706 of title 38, United States Code, or other similar provi-  
17 sions of law.

Amend the title so as to read: “A bill to amend title 38, United States Code, to modify authorities relating to the collective bargaining of employees in the Veterans Health Administration.”.

