

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 3900
OFFERED BY MR Levin

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Job Security Pilot for
3 Military Families Act”.

4 SEC. 2. PILOT PROGRAM TO ESTABLISH CERTAIN PROTEC-
5 TIONS FOR CERTAIN SPOUSES OF MEMBERS
6 OF THE UNIFORMED SERVICES.

7 (a) ESTABLISHMENT.—Beginning on January 1,
8 2025, the Secretary of Veterans Affairs shall administer
9 a pilot program to ensure that a covered individual re-
10 ceives certain protections on the basis of service in the
11 uniformed services by the spouse of such covered indi-
12 vidual.

13 (b) PROTECTIONS.—Under the pilot program, a cov-
14 ered individual shall be treated, under the following provi-
15 sions of chapter 43 of title 38, United States Code, as
16 the following:

1 (1) A person described in section 4311 of such
2 title, with regards to discrimination by the Federal
3 Government.

4 (2) A person entitled to reemployment by the
5 Federal Government under section 4314 of such
6 title.

7 (3) A person referred to in subsection (b) of
8 section 4315 of such title, with regards to reemploy-
9 ment by certain Federal agencies.

10 (4) A person described in section 4316 of such
11 title, with regards to rights, benefits, and obligations
12 of a person absent from employment.

13 (5) A person described in section 4317 of such
14 title, with regards to a health plan.

15 (6) A person reemployed under such chapter
16 and described in section 4318 of such title, with re-
17 gards to an employee pension benefit plan.

18 (c) TRAINING.—The head of a Federal executive
19 agency shall, in accordance with section 4335 of such title,
20 provide training for the human resources personnel of
21 such agency regarding the employment and reemployment
22 rights and limitations of a covered individual under this
23 section.

24 (d) REPORT.—Not later than December 31, 2026,
25 the Secretary shall submit to the Committees on Veterans'

1 Affairs of the Senate and House of Representatives a re-
2 port regarding such pilot program. Such report shall in-
3 clude the recommendation of the Secretary whether to
4 make such pilot program permanent.

5 (e) TERMINATION.—The pilot program shall termi-
6 nate on December 31, 2027.

7 (f) DEFINITIONS.—In this section:

8 (1) The term “covered individual” means an in-
9 dividual who is—

10 (A) an employee of the Federal Govern-
11 ment; and

12 (B) the spouse of a member of the uni-
13 formed services.

14 (2) The terms “benefit”, “employee”, “Federal
15 executive agency”, “Federal Government”, “health
16 plan”, “human resources personnel”, “service in the
17 uniformed services”, and “uniformed services” have
18 the meanings given such terms in section 4303 of
19 title 38, United States Code.

20 **SEC. 3. ANNUAL REPORT ON EMPLOYMENT OF MILITARY**
21 **SPOUSES.**

22 Section 4107 of title 38, United States Code, is
23 amended in subsection (c)—

24 (1) in paragraph (6), by striking “; and”;

1 (2) in paragraph (7)(E), by striking the period
2 at the end and inserting “; and”; and

3 (3) by adding at the end the following new
4 paragraph:

5 “(8) a report, compiled in consultation with the
6 Secretaries of Labor and Health and Human Serv-
7 ices, on the employment of military spouses, includ-
8 ing—

9 “(A) the unemployment rate of military
10 spouses in the United States;

11 “(B) the unemployment rate of military
12 spouses in each State;

13 “(C) the unemployment rate of military
14 spouses disaggregated by military installation;

15 “(D) the estimated number of military
16 spouses who are not seeking employment be-
17 cause of the military service of the spouse; and

18 “(E) Federal resources required by the
19 Secretary of Veterans to ascertain a statistic
20 described in this paragraph.”.

Amend the title so as to read: “A bill to establish a pilot program under which certain spouses of members of the uniformed services receive certain employment protections similar to rights of such members under chapter 43 of title 38, United States Code.”.

