

114TH CONGRESS
1ST SESSION

H. R. 3919

To authorize the Secretary of Labor to award special recognition to employers for veteran-friendly employment practices.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 4, 2015

Mr. CÁRDENAS (for himself, Mrs. RADEWAGEN, Ms. BROWNLEY of California, Mr. JOLLY, Mr. RYAN of Ohio, Mr. BLUMENAUER, Mr. BISHOP of Georgia, Mr. JONES, Ms. JACKSON LEE, Mr. SERRANO, Ms. JUDY CHU of California, Mr. HONDA, Mr. GARAMENDI, Mrs. NAPOLITANO, Mr. BUTTERFIELD, Mr. VEASEY, Mr. SABLAN, Ms. BORDALLO, Mr. KILMER, and Mr. VAN HOLLEN) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Veterans' Affairs, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To authorize the Secretary of Labor to award special recognition to employers for veteran-friendly employment practices.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Honoring the Hiring
5 of Heroes Act”.

1 **SEC. 2. VETERAN-FRIENDLY BUSINESS AWARDS.**

2 (a) **AUTHORIZATION AND CRITERIA FOR AWARD.**—

3 Not later than 1 year after the date of enactment of this
4 Act, the Secretary of Labor (in this Act referred as the
5 Secretary) and the Secretary of Veterans Affairs shall
6 jointly establish a program to award special recognition
7 to employers for veteran-friendly employment practices
8 and, in coordination with the Secretaries of Defense and
9 Commerce, shall establish criteria for determining recipi-
10 ents of such awards.

11 (b) **RECOGNITION.**—An award of recognition granted
12 under the program established by the Secretary under this
13 Act shall be known as an Employment Salute Award.

14 (c) **ELIGIBILITY.**—

15 (1) **EMPLOYER DEFINED.**—As used in this Act,
16 the term “employer” means any person engaged in
17 a business affecting commerce who has employees,
18 but does not include the United States or any State
19 or political subdivision of a State.

20 (2) **CATEGORIES.**—The Secretary shall estab-
21 lish different categories of employers eligible for the
22 awards based on the size of the employers. Recogni-
23 tion shall be awarded separately for employers hav-
24 ing from 1 to 50 employees, from 51 to 500 employ-
25 ees, and more than 500 employees.

1 (d) APPLICATION.—An employer seeking an award of
2 recognition under this Act shall provide the Secretary with
3 an application at such time and containing such informa-
4 tion as the Secretary shall require after establishing the
5 criteria described in subsection (a).

6 (e) APPLICATION FEE AND FUNDING.—

7 (1) FEE AUTHORIZED.—The Secretary may as-
8 sess a reasonable application fee on employers seek-
9 ing such an award.

10 (2) ESTABLISHMENT OF FUND.—There is es-
11 tablished in the Treasury of the United States a sep-
12 arate account for the deposit of fees collected under
13 this subsection to be known as the Employment Sa-
14 lute Award Fund.

15 (3) DEPOSIT.—The Secretary shall deposit any
16 fees collected pursuant to paragraph (1) into the
17 Fund established by paragraph (2).

18 (4) USE.—Amounts in the Employment Salute
19 Award Fund shall be available to the Secretary, as
20 provided in paragraph (5), for making expenditures
21 to carry out the program established pursuant to
22 subsection (a).

23 (5) AUTHORIZATION OF APPROPRIATIONS.—
24 There is authorized to be appropriated from the Em-
25 ployment Salute Award Fund to the Secretary for

1 each fiscal year in which fees are collected under
2 this subsection an amount equal to the total amount
3 collected during the previous fiscal year from fees
4 assessed pursuant to this subsection. Such amounts
5 are authorized to remain available until expended.

6 (6) CREDITING AND AVAILABILITY OF FEES.—
7 Fees authorized under paragraph (1) shall be col-
8 lected and available for obligation only to the extent
9 and in the amount provided in advance in appropria-
10 tions Acts.

11 (f) PUBLICIZATION.—The Secretary shall publicize
12 the recipients of the award by listing such recipients in
13 a separate section on the Department of Labor’s website
14 and through such other methods as the Secretary may de-
15 termine.

16 (g) NO MONETARY AWARD.—An award granted
17 under a program established pursuant to subsection (a)
18 shall be for recognition only and not be monetary in na-
19 ture.

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