

114TH CONGRESS
1ST SESSION

H. R. 3286

To encourage effective, voluntary private sector investments to recruit, employ, and retain men and women who have served in the United States military with annual presidential awards to private sector employers recognizing such efforts, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 29, 2015

Mr. COOK (for himself and Ms. GABBARD) introduced the following bill; which was referred to the Committee on Veterans' Affairs

A BILL

To encourage effective, voluntary private sector investments to recruit, employ, and retain men and women who have served in the United States military with annual presidential awards to private sector employers recognizing such efforts, and for other purposes.

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 Investments
5 in Recruiting and Employing American Military Veterans
6 Act of 2015” or the “HIRE Vets Act”.

1 **SEC. 2. HIRE VETS MEDALLION PROGRAM.**

2 (a) PROGRAM ESTABLISHED.—Not later than 90
3 days after the date of enactment of this Act, the Secretary
4 of Labor shall establish, by rule, a HIRE Vets Medallion
5 Program to solicit voluntary information from employers
6 for purposes of recognizing, by means of an award to be
7 designated a “HIRE Vets Medallion”, verified efforts by
8 such employers—

- 9 (1) to recruit, employ, and retain veterans; and
10 (2) to provide community and charitable serv-
11 ices supporting the veteran community.

12 (b) APPLICATION PROCESS.—Beginning in the cal-
13 endar year following the calendar year in which the Sec-
14 retary establishes the program—

15 (1) the Secretary shall annually—

16 (A) solicit and accept voluntary applica-
17 tions from employers in order to consider
18 whether those employers should receive a HIRE
19 Vets Medallion;

20 (B) review applications received in each
21 calendar year; and

22 (C) provide to the President a list of re-
23 cipients; and

24 (2) the President shall annually—

25 (A) notify such recipients of their awards;
26 and

1 (B) at a time to coincide with the annual
2 commemoration of Veterans Day—

3 (i) announce the names of such recipi-
4 ents;

5 (ii) recognize such recipients through
6 publication in the Federal Register; and

7 (iii) issue to each such recipient—

8 (I) a HIRE Vets Medallion of the
9 level determined under section 3; and

10 (II) a certificate stating that
11 such employer is entitled to display
12 such HIRE Vets Medallion during the
13 following calendar year, to be des-
14 ignated a “HIRE Vets Medallion Cer-
15 tificate”.

16 (c) TIMING.—

17 (1) SOLICITATION PERIOD.—The Secretary
18 shall solicit applications not later than January 31st
19 of each calendar year for the medallions to be
20 awarded in November of that calendar year.

21 (2) END OF ACCEPTANCE PERIOD.—The Sec-
22 retary shall stop accepting applications not earlier
23 than April 30th of each calendar year for the medal-
24 lions to be awarded in November of that calendar
25 year.

1 (3) REVIEW PERIOD.—The Secretary shall fin-
2 ish reviewing applications not later than August 31st
3 of each calendar year for the medallions to be
4 awarded in November of that calendar year.

5 (4) RECOMMENDATIONS TO PRESIDENT.—The
6 Secretary shall provide to the President a list of em-
7 ployers to receive HIRE Vets Medallions not later
8 than September 30th of each calendar year for the
9 medallions to be awarded in November of that cal-
10 endar year.

11 (5) NOTICE TO RECIPIENTS.—The President
12 shall notify employers who will receive HIRE Vets
13 Medallions not later than October 11th of each cal-
14 endar year for the medallions to be awarded in No-
15 vember of that calendar year.

16 **SEC. 3. SELECTION OF RECIPIENTS.**

17 (a) APPLICATION REVIEW PROCESS.—

18 (1) IN GENERAL.—The Secretary shall review
19 all applications received in a calendar year to deter-
20 mine whether an employer should receive a HIRE
21 Vets Medallion, and, if so, of what level.

22 (2) APPLICATION CONTENTS.—The Secretary
23 shall require that all applications provide informa-
24 tion on the programs and other efforts of applicant
25 employers during the calendar year prior to that in

1 which the medallion is to be awarded, including the
2 categories and activities governing the level of award
3 for which the applicant is eligible under subsection
4 (b).

5 (3) VERIFICATION.—In reviewing applications,
6 the Secretary shall verify all information provided in
7 the applications, to the extent that such information
8 is relevant in determining whether or not an appli-
9 cant should receive a HIRE Vets Medallion or in de-
10 termining the appropriate level of HIRE Vets Me-
11 dallion for that employer to receive.

12 (b) AWARDS.—

13 (1) LARGE EMPLOYERS.—

14 (A) IN GENERAL.—The Secretary shall es-
15 tablish four levels of HIRE Vets Medallions to
16 be awarded to employers employing 500 or
17 more employees, to be designated the “Bronze
18 HIRE Vets Medallion”, the “Silver HIRE Vets
19 Medallion”, the “Gold HIRE Vets Medallion”,
20 and the “Platinum HIRE Vets Medallion”.

21 (B) BRONZE HIRE VETS MEDALLION.—No
22 employer shall be eligible to receive a Bronze
23 HIRE Vets Medallion in a given calendar year
24 unless—

1 (i) such employer has hired a veteran
2 during the previous calendar year;

3 (ii) such employer provides support to
4 each of its employees who are performing
5 active duty service in the United States
6 National Guard or Reserve, including by
7 providing to each such employee a guar-
8 antee of employment following such em-
9 ployee's active duty service; and

10 (iii) such employer provides charitable
11 resources in support of veteran support or-
12 ganizations.

13 (C) SILVER HIRE VETS MEDALLION.—No
14 employer shall be eligible to receive a Silver
15 HIRE Vets Medallion in a given calendar year
16 unless—

17 (i) such employer is eligible to receive
18 a Bronze HIRE Vets Medallion in such
19 year;

20 (ii) veterans constitute not less than 5
21 percent of all employees hired by such em-
22 ployer during the prior calendar year;

23 (iii) such employer retains through
24 the end of the prior calendar year not less
25 than 75 percent of veteran employees hired

1 during the calendar year before the prior
2 calendar year; and

3 (iv) such employer provides a targeted
4 training program for new veteran employ-
5 ees.

6 (D) GOLD HIRE VETS MEDALLION.—No
7 employer shall be eligible to receive a Gold
8 HIRE Vets Medallion in a given calendar year
9 unless—

10 (i) such employer is eligible to receive
11 a Silver HIRE Vets Medallion in such
12 year;

13 (ii) veterans constitute not less than 7
14 percent of all employees hired by such em-
15 ployer during the prior calendar year;

16 (iii) such employer has established an
17 employee veteran organization or resource
18 group to assist new veteran employees with
19 integration, including coaching and men-
20 toring; and

21 (iv) such employer has established
22 programs to enhance the leadership skills
23 of veteran employees during their employ-
24 ment.

1 (E) PLATINUM HIRE VETS MEDALLION.—

2 No employer shall be eligible to receive a Plat-
3 inum HIRE Vets Medallion in a given calendar
4 year unless—

5 (i) such employer is eligible to receive
6 a Gold HIRE Vets Medallion in such year;

7 (ii) veterans constitute not less than
8 10 percent of all employees hired by such
9 employer during the prior calendar year;

10 (iii) such employer retains through
11 the end of the prior calendar year not less
12 than 85 percent of veteran employees hired
13 during the calendar year before the prior
14 calendar year;

15 (iv) such employer employs dedicated
16 human resources professionals to support
17 hiring and retention of veteran employees,
18 including efforts focused on veteran hiring
19 and training;

20 (v) such employer provides each of its
21 employees serving on active duty in the
22 United States National Guard or Reserve
23 with compensation sufficient, in combina-
24 tion with the employee's active duty pay, to
25 achieve a combined level of income com-

1 mensurate with the employee's salary prior
2 to undertaking active duty; and

3 (vi) such employer has established a
4 tuition assistance program to support vet-
5 eran employees' attendance in postsec-
6 ondary education during the term of their
7 employment.

8 (F) EXEMPTION FOR SMALLER EMPLOY-
9 ERS.—An employer shall be deemed to meet the
10 requirements of subparagraph (E)(iv) if such
11 employer—

12 (i) employs 5,000 or fewer employees;

13 and

14 (ii) employs at least one human re-
15 sources professional whose regular work
16 duties include those described under sub-
17 paragraph (E)(iv).

18 (G) ADDITIONAL CRITERIA.—The Sec-
19 retary may provide, by rule, additional criteria
20 with which to determine qualifications for re-
21 ceipt of each level of HIRE Vets Medallion.

22 (2) SMALL- AND MEDIUM-SIZED EMPLOYERS.—

23 The Secretary shall establish similar awards in order
24 to recognize achievements in supporting veterans
25 by—

- 1 (A) employers with 50 or fewer employees;
2 and
3 (B) employers with more than 50 but
4 fewer than 500 employees.

5 (c) DESIGN BY SECRETARY.—The Secretary shall es-
6 tablish the shape, form, and metallic content of each
7 HIRE Vets Medallion.

8 **SEC. 4. DISPLAY OF AWARD.**

9 (a) IN GENERAL.—The recipient of a HIRE Vets Me-
10 dallion may—

11 (1) publicly display such medallion through the
12 end of the calendar year following receipt of such
13 medallion; and

14 (2) publicly display the HIRE Vets Medallion
15 Certificate issued in conjunction with such medal-
16 lion.

17 (b) UNLAWFUL DISPLAY PROHIBITED.—It is unlaw-
18 ful for any employer to publicly display a HIRE Vets Me-
19 dallion—

20 (1) if such employer did not receive such medal-
21 lion through the HIRE Vets Medallion Program; or

22 (2) after the end of the calendar year following
23 the calendar year in which such medallion was
24 issued to such employer through the HIRE Vets Me-
25 dallion Program.

1 **SEC. 5. APPLICATION FEE AND FUNDING.**

2 (a) **FEE AUTHORIZED.**—The Secretary may assess a
3 reasonable fee on employers that apply for receipt of a
4 HIRE Vets Medallion.

5 (b) **FUND ESTABLISHED.**—There is established in
6 the Treasury of the United States a separate account for
7 the deposit of fees collected under subsection (a), to be
8 designated the “HIRE Vets Medallion Award Fund”.

9 (c) **DEPOSIT.**—The Secretary shall deposit any fees
10 collected pursuant to subsection (a) into the HIRE Vets
11 Medallion Award Fund.

12 (d) **AUTHORIZATION OF APPROPRIATIONS.**—

13 (1) **SOURCES OF APPROPRIATIONS.**—

14 (A) **FIRST YEAR.**—There are authorized to
15 be appropriated for the first fiscal year in which
16 applications are to be solicited under section
17 2(b) such sums as may be necessary to carry
18 out this Act in such fiscal year.

19 (B) **FOLLOWING YEARS.**—There is author-
20 ized to be appropriated from the HIRE Vets
21 Medallion Award Fund, for each fiscal year fol-
22 lowing a fiscal year in which fees are collected
23 under subsection (a), an amount equal to the
24 total fees collected under subsection (a) during
25 such prior fiscal year.

1 (2) AVAILABILITY.—Amounts appropriated pur-
2 suant to paragraph (1) are authorized to remain
3 available until expended.

4 (3) USE.—Amounts appropriated pursuant to
5 paragraph (1) shall be used for carrying out the
6 HIRE Vets Medallion Program.

7 **SEC. 6. REPORT TO CONGRESS.**

8 (a) REPORTS.—Beginning not later than two years
9 after the date of enactment of this Act, the Secretary shall
10 submit to Congress annual reports on—

11 (1) the fees collected from applicants for HIRE
12 Vets Medallions in the prior year and any changes
13 in fees to be proposed in the present year;

14 (2) the cost of administering the HIRE Vets
15 Medallion Program in the prior year;

16 (3) the number of applications for HIRE Vets
17 Medallions received in the prior year; and

18 (4) the HIRE Vets Medallions awarded in the
19 prior year, including the name of each employer to
20 whom a HIRE Vets Medallion was awarded and the
21 level of medallion awarded to each such employer.

22 (b) COMMITTEES.—The Secretary shall provide the
23 reports required under subsection (a) to the Chairman and
24 Ranking Member of—

1 (1) the Committees on Education and the
2 Workforce and Veterans' Affairs of the House of
3 Representatives; and

4 (2) the Committees on Health, Education,
5 Labor, and Pensions and Veterans' Affairs of the
6 Senate.

7 **SEC. 7. DEFINITIONS.**

8 In this Act:

9 (a) EMPLOYER.—The term “employer” has the
10 meaning given such term under section 4303 of title 38,
11 United States Code, except that such term does not in-
12 clude—

13 (1) the Federal Government;

14 (2) any State, as defined in such section; or

15 (3) any foreign state.

16 (b) SECRETARY.—The term “Secretary” means the
17 Secretary of Labor.

18 (c) VETERAN.—The term “veteran” has the meaning
19 given such term under section 101 of title 38, United
20 States Code.

○