

114TH CONGRESS
2D SESSION

H. R. 6467

To provide that individuals may elect to retain work-related benefits when moving throughout the workforce, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 7, 2016

Mr. GRAYSON introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To provide that individuals may elect to retain work-related benefits when moving throughout the workforce, 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 “Use It or Choose It
5 Act of 2016”.

6 **SEC. 2. ELECTION TO RETAIN WORK BENEFITS.**

7 (a) IN GENERAL.—Notwithstanding any other provi-
8 sion of law, an individual, when moving from one position
9 within the workforce to another, may elect to retain any
10 benefits earned when occupying such position.

1 (b) APPLICATION.—Contractual providers of such
2 benefits shall extend the provisions of such benefits or the
3 same terms and conditions as those provided to employees
4 in the former position, or those similarly situated. Employ-
5 ers accruing funds or reserves corresponding to leave or
6 other benefits shall transfer such funds or reserves to new
7 employers upon request.

8 (c) DEFINITIONS.—In this section—

9 (1) the term “benefit” includes health care-re-
10 lated benefits, workers compensation, life insurance,
11 family and medical leave, and annual, sick, pater-
12 nity, or maternity leave; and

13 (2) the term “position” includes any form of
14 compensated employment, including part-time em-
15 ployment and independent contracting.

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