

115TH CONGRESS  
1ST SESSION

# H. R. 244

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IN THE SENATE OF THE UNITED STATES

FEBRUARY 14, 2017

Received; read twice and referred to the Committee on Health, Education,  
Labor, and Pensions

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## AN ACT

To encourage effective, voluntary investments to recruit, employ, and retain men and women who have served in the United States military with annual Federal awards to 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Honoring Investments  
3 in Recruiting and Employing American Military Veterans  
4 Act of 2017” or the “HIRE Vets Act”.

5 **SEC. 2. HIRE VETS MEDALLION AWARD PROGRAM.**

6 (a) PROGRAM ESTABLISHED.—Not later than 2 years  
7 after the date of enactment of this Act, the Secretary of  
8 Labor shall establish, by rule, a HIRE Vets Medallion  
9 Program to solicit voluntary information from employers  
10 for purposes of recognizing, by means of an award to be  
11 designated a “HIRE Vets Medallion Award”, verified ef-  
12 ferts by such employers—

13 (1) to recruit, employ, and retain veterans; and

14 (2) to provide community and charitable serv-  
15 ices supporting the veteran community.

16 (b) APPLICATION PROCESS.—Beginning in the cal-  
17 endar year following the calendar year in which the Sec-  
18 retary establishes the program, the Secretary shall annu-  
19 ally—

20 (1) solicit and accept voluntary applications  
21 from employers in order to consider whether those  
22 employers should receive a HIRE Vets Medallion  
23 Award;

24 (2) review applications received in each calendar  
25 year; and

26 (3) notify such recipients of their awards; and

1           (4) at a time to coincide with the annual com-  
2           memoration of Veterans Day—

3                   (A) announce the names of such recipients;

4                   (B) recognize such recipients through pub-  
5           lication in the Federal Register; and

6                   (C) issue to each such recipient—

7                           (i) a HIRE Vets Medallion Award of  
8                   the level determined under section 3; and

9                           (ii) a certificate stating that such em-  
10           ployer is entitled to display such HIRE  
11           Vets Medallion Award.

12           (c) TIMING.—

13                   (1) SOLICITATION PERIOD.—The Secretary  
14           shall solicit applications not later than January 31st  
15           of each calendar year for the Awards to be awarded  
16           in November of that calendar year.

17                   (2) END OF ACCEPTANCE PERIOD.—The Sec-  
18           retary shall stop accepting applications not earlier  
19           than April 30th of each calendar year for the  
20           Awards to be awarded in November of that calendar  
21           year.

22                   (3) REVIEW PERIOD.—The Secretary shall fin-  
23           ish reviewing applications not later than August 31st  
24           of each calendar year for the Awards to be awarded  
25           in November of that calendar year.

1           (4) SELECTION OF RECIPIENTS.—The Sec-  
2           retary shall select the employers to receive HIRE  
3           Vets Medallion Awards not later than September  
4           30th of each calendar year for the Awards to be  
5           awarded in November of that calendar year.

6           (5) NOTICE TO RECIPIENTS.—The Secretary  
7           shall notify employers who will receive HIRE Vets  
8           Medallion Awards not later than October 11th of  
9           each calendar year for the Awards to be awarded in  
10          November of that calendar year.

11          (d) LIMITATION.—An employer who receives a HIRE  
12          Vets Medallion Award for one calendar year is not eligible  
13          to receive a HIRE Vets Medallion Award for the subse-  
14          quent calendar year.

15          **SEC. 3. SELECTION OF RECIPIENTS.**

16          (a) APPLICATION REVIEW PROCESS.—

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

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

1 categories and activities governing the level of award  
2 for which the applicant is eligible under subsection  
3 (b).

4 (3) VERIFICATION.—The Secretary shall verify  
5 all information provided in the applications, to the  
6 extent that such information is relevant in deter-  
7 mining whether or not an employer should receive a  
8 HIRE Vets Medallion Award or in determining the  
9 appropriate level of HIRE Vets Medallion Award for  
10 that employer to receive, including by requiring the  
11 chief executive officer or the chief human relations  
12 officer of the employer to attest under penalty of  
13 perjury that the employer has met the criteria de-  
14 scribed in subsection (b) for a particular level of  
15 Award.

16 (b) AWARDS.—

17 (1) LARGE EMPLOYERS.—

18 (A) IN GENERAL.—The Secretary shall es-  
19 tablish 2 levels of HIRE Vets Medallion Awards  
20 to be awarded to employers employing 500 or  
21 more employees, to be designated the “Gold  
22 HIRE Vets Medallion Award” and the “Plat-  
23 inum HIRE Vets Medallion Award”.

24 (B) GOLD HIRE VETS MEDALLION  
25 AWARD.—No employer shall be eligible to re-

1           ceive a Gold HIRE Vets Medallion Award in a  
2           given calendar year unless—

3                   (i) veterans constitute not less than 7  
4                   percent of all employees hired by such em-  
5                   ployer during the prior calendar year;

6                   (ii) such employer has retained not  
7                   less than 75 percent of the veteran employ-  
8                   ees hired during the calendar year pre-  
9                   ceding the preceding calendar year for a  
10                  period of at least 12 months from the date  
11                  on which the employees were hired;

12                  (iii) such employer has established an  
13                  employee veteran organization or resource  
14                  group to assist new veteran employees with  
15                  integration, including coaching and men-  
16                  toring; and

17                  (iv) such employer has established  
18                  programs to enhance the leadership skills  
19                  of veteran employees during their employ-  
20                  ment.

21           (C) PLATINUM HIRE VETS MEDALLION  
22           AWARD.—No employer shall be eligible to re-  
23           ceive a Platinum HIRE Vets Medallion Award  
24           in a given calendar year unless—

- 1 (i) the employer meets all the require-  
2 ments for eligibility for a Gold HIRE Vets  
3 Medallion Award under subparagraph (B);
- 4 (ii) veterans constitute not less than  
5 10 percent of all employees hired by such  
6 employer during the prior calendar year;
- 7 (iii) such employer has retained not  
8 less than 85 percent of the veteran employ-  
9 ees hired during the calendar year pre-  
10 ceeding the preceding calendar year for a  
11 period of at least 12 months from the date  
12 on which the employees were hired;
- 13 (iv) such employer employs dedicated  
14 human resources professionals to support  
15 hiring and retention of veteran employees,  
16 including efforts focused on veteran hiring  
17 and training;
- 18 (v) such employer provides each of its  
19 employees serving on active duty in the  
20 United States National Guard or Reserve  
21 with compensation sufficient, in combina-  
22 tion with the employee's active duty pay, to  
23 achieve a combined level of income com-  
24 mensurate with the employee's salary prior  
25 to undertaking active duty; and

1                   (vi) such employer has a tuition as-  
2                   sistance program to support veteran em-  
3                   ployees' attendance in postsecondary edu-  
4                   cation during the term of their employ-  
5                   ment.

6                   (D) EXEMPTION FOR SMALLER EMPLOY-  
7                   ERS.—An employer shall be deemed to meet the  
8                   requirements of subparagraph (C)(iv) if such  
9                   employer—

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

11                   and

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

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

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

22                   The Secretary shall establish similar awards in order  
23                   to recognize achievements in supporting veterans  
24                   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 design of each HIRE Vets  
7 Medallion Award, except that the Award shall be in the  
8 form of a certificate and shall state the year for which  
9 it was awarded.

10 **SEC. 4. DISPLAY OF AWARD.**

11 (a) IN GENERAL.—The recipient of a HIRE Vets Me-  
12 dallion Award may—

13 (1) publicly display such Award through the  
14 end of the calendar year following receipt of such  
15 Award; and

16 (2) publicly display the HIRE Vets Medallion  
17 Award Certificate issued in conjunction with such  
18 Award.

19 (b) UNLAWFUL DISPLAY PROHIBITED.—It is unlaw-  
20 ful for any employer to publicly display a HIRE Vets Me-  
21 dallion Award, in connection with, or as a part of, any  
22 advertisement, solicitation, business activity, or product—

23 (1) for the purpose of conveying, or in a man-  
24 ner reasonably calculated to convey, a false impres-  
25 sion that the employer received the Award through

1 the HIRE Vets Medallion Award Program, if such  
2 employer did not receive such Award through the  
3 HIRE Vets Medallion Award Program; or

4 (2) for the purpose of conveying, or in a man-  
5 ner reasonably calculated to convey, a false impres-  
6 sion that the employer received the Award through  
7 the HIRE Vets Medallion Award Program for a year  
8 for which such employer did not receive such Award.

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

10 (a) **FUND ESTABLISHED.**—There is established in  
11 the Treasury of the United States a fund to be designated  
12 the “HIRE Vets Medallion Award Fund”. Amounts ap-  
13 propriated to the fund pursuant to subsection (c) shall re-  
14 main available until expended.

15 (b) **FEE AUTHORIZED.**—The Secretary may assess a  
16 reasonable fee on employers that apply for receipt of a  
17 HIRE Vets Medallion Award and the Secretary shall de-  
18 posit such fees into the HIRE Vets Medallion Award  
19 Fund. The Secretary shall establish the amount of the fee  
20 such that the amounts collected as fees and deposited into  
21 the Fund are sufficient to cover the costs associated with  
22 carrying out this Act.

23 (c) **USE OF FUNDS.**—Amounts in the HIRE Vets  
24 Medallion Award Fund shall be available, subject to ap-

1 appropriation, to the Secretary to carry out the HIRE Vets  
2 Medallion Award Program.

3 **SEC. 6. INITIAL IMPLEMENTATION.**

4 The HIRE Vets Medallion Program shall begin to so-  
5 licit applications on January 31 of the year that is 2 fiscal  
6 years after the fiscal year during which funds are first  
7 appropriated to carry out this Act.

8 **SEC. 7. REPORT TO CONGRESS.**

9 (a) REPORTS.—Beginning not later than 2 years  
10 after the date of enactment of this Act, the Secretary shall  
11 submit to Congress annual reports on—

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

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

17 (3) the number of applications for HIRE Vets  
18 Medallion Awards received in the prior year; and

19 (4) the HIRE Vets Medallion Awards awarded  
20 in the prior year, including the name of each em-  
21 ployer to whom a HIRE Vets Medallion Award was  
22 awarded and the level of medallion awarded to each  
23 such employer.

1 (b) COMMITTEES.—The Secretary shall provide the  
2 reports required under subsection (a) to the Chairman and  
3 Ranking Member of—

4 (1) the Committees on Education and the  
5 Workforce and Veterans’ Affairs of the House of  
6 Representatives; and

7 (2) the Committees on Health, Education,  
8 Labor, and Pensions and Veterans’ Affairs of the  
9 Senate.

10 **SEC. 8. DEFINITIONS.**

11 In this Act:

12 (a) The term “employer” means any person, institu-  
13 tion, organization, or other entity that pays salary or  
14 wages for work performed or that has control over em-  
15 ployee opportunities, except that such term does not in-  
16 clude—

17 (1) the Federal Government; or

18 (2) any State government, as defined in such  
19 section.

20 (b) The term “Secretary” means the Secretary of  
21 Labor.

1       (c) The term “veteran” has the meaning given such  
2 term under section 101 of title 38, United States Code.

Passed the House of Representatives February 13,  
2017.

Attest:

KAREN L. HAAS,

*Clerk.*