

117TH CONGRESS
1ST SESSION

H. R. 3495

To support both workers and recovery by converting expanded Federal unemployment payments into signing bonuses.

IN THE HOUSE OF REPRESENTATIVES

MAY 25, 2021

Mr. GALLAGHER introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To support both workers and recovery by converting expanded Federal unemployment payments into signing bonuses.

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 “National Signing
5 Bonus Act of 2021”.

6 **SEC. 2. NATIONAL SIGNING BONUSES.**

7 (a) IN GENERAL.—Section 2104(b) of the CARES
8 Act (15 U.S.C. 9023(b)) is amended—

9 (1) by redesignating paragraph (4) as para-
10 graph (5); and

1 (2) by inserting after paragraph (3) the fol-
2 lowing:

3 “(4) BACK-TO-WORK BONUSES.—

4 “(A) IN GENERAL.—Any agreement under
5 this section may also provide that the State
6 agency of the State may make up to 2 lump-
7 sum payments (in this paragraph referred to as
8 the ‘first lump-sum payment’ and the ‘second
9 lump-sum payment’) to each individual who—

10 “(i) was eligible for Federal Pandemic
11 Unemployment Compensation under para-
12 graph (1) for—

13 “(I) any week beginning after the
14 date of enactment of the National
15 Signing Bonus Act of 2021; and

16 “(II) at least the 8 weeks imme-
17 diately preceding the week under sub-
18 clause (I);

19 “(ii) is no longer eligible for Federal
20 Pandemic Unemployment Compensation
21 under paragraph (1) (as determined by the
22 State), as a result of earnings due to com-
23 mencing employment with an employer by
24 whom the individual has not been em-
25 ployed during the preceding 6 months; and

1 “(iii) as verified by the individual’s
2 employer pursuant to subparagraph (E)—

3 “(I) has been employed by a non-
4 governmental employer throughout—

5 “(aa) in the case of the first
6 lump-sum payment, the individ-
7 ual’s first qualifying period; and

8 “(bb) in the case of the sec-
9 ond lump-sum payment, the indi-
10 vidual’s second qualifying period;
11 and

12 “(II) remains employed with an
13 intent to continue such employment.

14 “(B) AMOUNT.—

15 “(i) FIRST LUMP-SUM PAYMENT.—

16 With respect to the first qualifying period,
17 a payment made to an individual under
18 this paragraph shall be paid in a lump sum
19 amount of \$1,212.

20 “(ii) SECOND LUMP-SUM PAYMENT.—

21 With respect to the second qualifying pe-
22 riod, a payment made to an individual
23 under this paragraph shall be paid in a
24 lump sum amount of \$1,212.

25 “(C) QUALIFYING PERIODS.—

1 “(i) FIRST QUALIFYING PERIOD.—For
2 purposes of this paragraph, the term ‘first
3 qualifying period’ means, with respect to
4 an individual, a period—

5 “(I) beginning on the date the in-
6 dividual commenced employment as
7 described in subparagraph (A)(ii); and

8 “(II) extending at least 4 con-
9 secutive weeks from such date.

10 “(ii) SECOND QUALIFYING PERIOD.—
11 For purposes of this paragraph, the term
12 ‘second qualifying period’ means, with re-
13 spect to an individual, a period—

14 “(I) beginning on the date the in-
15 dividual commenced employment as
16 described in subparagraph (A)(ii)
17 (with the same employer with whom
18 the individual qualified for the first
19 lump-sum payment under this para-
20 graph); and

21 “(II) extending at least 8 con-
22 secutive weeks from such date.

23 “(D) DURATION.—A first or second lump-
24 sum payment may not be made to any indi-
25 vidual under this paragraph with respect to a

1 first or second qualifying period beginning on
2 or after July 4, 2021.

3 “(E) EMPLOYER VERIFICATION REQUIRED
4 FOR BOTH LUMP-SUM PAYMENTS.—Before
5 making the first and second lump-sum payment
6 to an individual pursuant to this paragraph, a
7 State agency shall require verification from the
8 individual’s employer—

9 “(i) of the individual’s employment
10 status;

11 “(ii) of the wages paid to the indi-
12 vidual during the applicable qualifying pe-
13 riod; and

14 “(iii) of the hours worked by the indi-
15 vidual during the applicable qualifying pe-
16 riod.

17 “(F) LIMITATION.—A State may not pro-
18 vide more than one first lump-sum payment
19 and one second lump-sum payment under this
20 paragraph to an individual.

21 “(G) SPECIAL RULE.—Payments made
22 pursuant to an agreement under this paragraph
23 shall not be considered to violate the withdrawal
24 requirements of section 303(a)(5) of the Social
25 Security Act (42 U.S.C. 503(a)(5)) or section

1 3304(a)(4) of the Internal Revenue Code of
2 1986.”.

3 (b) CONFORMING AMENDMENTS.—Section 2104 of
4 the CARES Act (15 U.S.C. 9023) is amended—

5 (1) in subsections (d) and (f), by inserting “,
6 payments under subsection (b)(4),” after “Federal
7 Pandemic Unemployment Compensation” each place
8 it appears; and

9 (2) in subsection (g)—

10 (A) in paragraph (1), by striking “and” at
11 the end;

12 (B) in paragraph (2), by striking the pe-
13 riod at the end and inserting “; and”; and

14 (C) by adding at the end the following:

15 “(3) the purposes of the preceding provisions of
16 this section, as such provisions apply with respect to
17 payments under subsection (b)(4), shall be applied
18 with respect to unemployment benefits described in
19 subsection (i)(2) to the same extent and in the same
20 manner as if those benefits were regular compensa-
21 tion.”.

○