

108TH CONGRESS
2D SESSION

H. R. 4477

To amend the Uniform Services Employment and Reemployment Rights Act of 1994 to require employers to post a notice of the rights and duties that apply under that Act.

IN THE HOUSE OF REPRESENTATIVES

JUNE 2, 2004

Mr. MCGOVERN (for himself, Mr. BRADLEY of New Hampshire, and Mr. EVANS) introduced the following bill; which was referred to the Committee on Veterans' Affairs

A BILL

To amend the Uniform Services Employment and Reemployment Rights Act of 1994 to require employers to post a notice of the rights and duties that apply under that Act.

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 “Patriotic Employer Act
5 of 2004”.

1 **SEC. 2. REQUIREMENT FOR EMPLOYERS TO POST NOTICE**
2 **OF RIGHTS AND DUTIES UNDER USERRA.**

3 (a) NOTICE.—Chapter 43 of title 38, United States
4 Code, is amended by adding at the end the following new
5 section:

6 **“§ 4334. Notice of rights and duties**

7 “(a) REQUIREMENT TO POST NOTICE.—Each em-
8 ployer shall post in a conspicuous place in the place of
9 employment for persons entitled to rights and benefits
10 under this chapter a notice of the rights, benefits, and ob-
11 ligations of such persons and such employers under this
12 chapter.

13 “(b) CONTENT OF NOTICE.—The Secretary shall
14 provide to employers the text of the notice to be provided
15 under this section.”.

16 (b) CLERICAL AMENDMENT.—The table of sections
17 at the beginning of such chapter is amended by adding
18 at the end the following new item:

“4334. Notice of rights and duties.”.

19 (c) IMPLEMENTATION.—(1) Not later than the date
20 that is 90 days after the date of the enactment of this
21 Act, the Secretary of Labor shall make available to em-
22 ployers the notice required under section 4334 of title 38,
23 United States Code, as added by subsection (a).

- 1 (2) The amendments made by this section shall apply
- 2 to employers under chapter 43 of such title on and after
- 3 the first date referred to in paragraph (1).

