

109TH CONGRESS  
1ST SESSION

# H. R. 446

To amend the Internal Revenue Code of 1986 to provide to employers a tax credit for compensation paid during the period employees are performing service as members of the Ready Reserve or the National Guard.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 1, 2005

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

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## A BILL

To amend the Internal Revenue Code of 1986 to provide to employers a tax credit for compensation paid during the period employees are performing service as members of the Ready Reserve or the National Guard.

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. READY RESERVE-NATIONAL GUARD EMPLOYEE**

4 **CREDIT ADDED TO GENERAL BUSINESS**

5 **CREDIT.**

6 (a) READY RESERVE-NATIONAL GUARD CREDIT.—

7 Subpart D of part IV of subchapter A of chapter 1 of

8 the Internal Revenue Code of 1986 (relating to business-

1 related credits) is amended by adding at the end the fol-  
 2 lowing new section:

3 **“SEC. 45J. READY RESERVE-NATIONAL GUARD EMPLOYEE**  
 4 **CREDIT.**

5 “(a) GENERAL RULE.—For purposes of section 38,  
 6 the Ready Reserve-National Guard employee credit deter-  
 7 mined under this section for the taxable year is an amount  
 8 equal to 50 percent of the actual compensation amount  
 9 for the taxable year.

10 “(b) DEFINITION OF ACTUAL COMPENSATION  
 11 AMOUNT.—For purposes of this section, the term ‘actual  
 12 compensation amount’ means the amount of compensation  
 13 paid or incurred by an employer with respect to a Ready  
 14 Reserve-National Guard employee on any day during a  
 15 taxable year when the employee was absent from employ-  
 16 ment for the purpose of performing qualified active duty.

17 “(c) LIMITATIONS.—

18 “(1) MAXIMUM CREDIT.—The maximum credit  
 19 allowable under subsection (a) shall not exceed  
 20 \$2,000 in any taxable year with respect to any one  
 21 Ready Reserve-National Guard employee.

22 “(2) DAYS OTHER THAN WORK DAYS.—No  
 23 credit shall be allowed with respect to a Ready Re-  
 24 serve-National Guard employee who performs quali-  
 25 fied active duty on any day on which the employee

1 was not scheduled to work (for a reason other than  
2 to participate in qualified active duty) and ordinarily  
3 would not have worked.

4 “(d) DEFINITIONS.—For purposes of this section—

5 “(1) QUALIFIED ACTIVE DUTY.—The term  
6 ‘qualified active duty’ means—

7 “(A) active duty in connection with which  
8 an employee is entitled to reemployment rights  
9 and other benefits or to a leave of absence from  
10 employment under chapter 43 of title 38,  
11 United States Code, and

12 “(B) hospitalization incident to such duty.  
13 Such term shall not include training duty specified  
14 in section 10147 of title 10, United States Code (re-  
15 lating to training requirements for the Ready Re-  
16 serve), or section 502(a) of title 32, United States  
17 Code (relating to required drills and field exercises  
18 for the National Guard).

19 “(2) COMPENSATION.—The term ‘compensa-  
20 tion’ means any remuneration for employment,  
21 whether in cash or in kind, which is paid or incurred  
22 by a taxpayer and which is deductible from the tax-  
23 payer’s gross income under section 162(a)(1).

24 “(3) READY RESERVE-NATIONAL GUARD EM-  
25 PLOYEE.—The term ‘Ready Reserve-National Guard

1 employee’ means an employee who is a member of  
 2 the Ready Reserve or of the National Guard.

3 “(4) NATIONAL GUARD.—The term ‘National  
 4 Guard’ has the meaning given such term by section  
 5 101(c)(1) of title 10, United States Code.

6 “(5) READY RESERVE.—The term ‘Ready Re-  
 7 serve’ has the meaning given such term by section  
 8 10142 of title 10, United States Code.”.

9 (b) CREDIT TO BE PART OF GENERAL BUSINESS  
 10 CREDIT.—Subsection (b) of section 38 of such Code (re-  
 11 lating to general business credit) is amended by striking  
 12 “plus” at the end of paragraph (18), by striking the period  
 13 at the end of paragraph (19) and inserting “, plus”, and  
 14 by adding at the end the following new paragraph:

15 “(20) the Ready Reserve-National Guard em-  
 16 ployee credit determined under section 45J(a).”.

17 (c) CONFORMING AMENDMENT.—The table of sec-  
 18 tions for subpart D of part IV of subchapter A of chapter  
 19 1 of such Code is amended by inserting after the item  
 20 relating to section 45I the following new item:

“Sec. 45J. Ready Reserve-National Guard employee credit.”.

21 (d) EFFECTIVE DATE.—The amendments made by  
 22 this section shall apply to taxable years beginning after  
 23 December 31, 2004.

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