

112TH CONGRESS  
2D SESSION

# H. R. 3860

To amend title 38, United States Code, to clarify the responsibilities of small businesses with respect to the employment and reemployment rights of veterans.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 1, 2012

Mr. GARAMENDI (for himself and Mr. RUSH) introduced the following bill;  
which was referred to the Committee on Veterans' Affairs

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## A BILL

To amend title 38, United States Code, to clarify the responsibilities of small businesses with respect to the employment and reemployment rights of veterans.

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 “Help Veterans Return  
5 to Work Act”.

1 **SEC. 2. SMALL BUSINESSES AND VETERANS' EMPLOYMENT**  
2 **RIGHTS.**

3 (a) **UNDUE HARDSHIP FOR SMALL BUSINESSES.**—  
4 Section 4312(d) of title 38, United States Code, is amend-  
5 ed—

6 (1) in paragraph (1)(B), by inserting “if such  
7 employer is a small business concern” before the  
8 semicolon; and

9 (2) in paragraph (2)(B), by inserting “if such  
10 employer is a small business concern” after “on the  
11 employer”.

12 (b) **SMALL BUSINESS CONCERN.**—Section 4303 of  
13 such title is amended by adding at the end the following  
14 new paragraph:

15 “(17) The term ‘small business concern’ has  
16 the meaning given that term under section 3 of the  
17 Small Business Act (15 U.S.C. 632).”.

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