

In other words, if you have preferences in government contracting, it benefits the wealthy businessman. It doesn't benefit the person more at the bottom of the heap. But this is common around the world. The benefits of the people who implement affirmative action are usually the people who are the most well-off in the first place.

I do believe that—and maybe the least bad thing is it leads to resentment—in countries that previously everybody was getting along, all of a sudden bifurcate as people fight for more and more of their group. They didn't think they were part of a group before, but all of a sudden, they are part of a group.

I think everybody should read about what happened in Sri Lanka, a country that had two primary ethnic groups. They got along for apparently centuries very well on the small island of Sri Lanka, but once affirmative action kicked in, the resentment kicked in. They wound up having a civil war and over 20,000 people died. This was on an island and before they had affirmative action everybody was getting along just fine.

I would also point out that means in some cases, you almost, by definition, have to be promoting people because it is very important we have the best person there—doctors, air traffic controllers, engineers. Maybe it doesn't matter a lot the quality of professor we have in universities, but it certainly matters in these other occupations. And if we don't have the best people there, it can result in deaths.

Now, there is one thing I wish the press would follow up on a little bit here. About 2 years ago, when Joe Biden first took office, Senators TAMMY DUCKWORTH and MAZIE HIRONO said that we shouldn't have any more White guys appointed by the Biden administration.

I think that was an inflammatory thing to say. They haven't followed up on it, but recently, there was an article in a legal journal pointing out—not saying it is good or bad—we had 97 new judges so far in the first 2 years of the Biden administration, only five were White guys, and at least two were gay.

Well, it sounds like this strict adherence to group identity is playing a big role in who President Biden is appointing. And I am not sure the American public knows the degree to which that is going on, but it is something that should be looked into. It is something that maybe we should look at all appointments rather than just judicial appointments. I think it is something that a shocking number of people don't know about, and it is something we should follow up on.

□ 1900

So there are some of the issues that were discussed back in my district when I was there. None of these issues, I think, have received the appropriate amount of attention that it should be given by our press corps, and hopefully

we will hear more about all of these issues in the press in the weeks and months to come.

Thank you. I yield back the balance of my time.

CELEBRATING APRIL AS FAITH MONTH

The SPEAKER pro tempore. Under the Speaker's announced policy of January 9, 2023, the Chair recognizes the gentlewoman from Illinois (Mrs. MILLER) for 30 minutes.

GENERAL LEAVE

Mrs. MILLER of Illinois. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to revise and extend their remarks and to submit extraneous material into the RECORD.

The SPEAKER pro tempore. Is there objection to the request of the gentlewoman from Illinois?

There was no objection.

Mrs. MILLER of Illinois. Mr. Speaker, I thank my colleagues for joining me tonight in this Special Order. I am honored to join together to celebrate April as Faith Month, and I am calling on people of faith to join in prayer and in celebration.

As a Member of Congress, I am happy to reaffirm my commitment to the Judeo-Christian values and the freedom of religion on which our country was founded.

In Congress, my colleagues and I will always fight to protect the right of all Americans to exercise their faith and maintain the freedom of religion. People of faith seek to be a positive force in their communities, especially in difficult circumstances.

Religious organizations in America have a rich history of charitable engagement in helping the poor, the sick, and the afflicted, and they should be appreciated.

Mr. Speaker, I yield to the gentlewoman (Mrs. HARSHBARGER), my friend and colleague from Tennessee.

Mrs. HARSHBARGER. Mr. Speaker, I thank Representative MILLER for yielding.

I want to talk about faith. What is faith? Thankfully, the Bible contains a clear definition in Hebrews 11:1. It says: Now faith is the assurance of things hoped for and the evidence of things not seen.

So faith is trusting in something you cannot explicitly prove. Trust is actually relying on the fact that something is true. This biblical definition of faith doesn't only apply to salvation, which is God's gift to us, but to the rest of our Christian life. We are to believe what the Bible says and we are to obey it. That is called living by faith.

We are to believe the promises of God, we are to agree with the truth of God's word, and we are to be transformed by it. Hebrews 11:6 says: Because without faith, it is impossible to please God. Without faith, we cannot be saved. Without faith, the Christian life cannot be what God intends it to

be. Without faith, I wouldn't be standing in this Chamber today representing the precious people of the First District of Tennessee. Without faith, I wouldn't be able to share a hopeful message with this great Nation that if God be for us, who shall be against us?

Faith knows that no matter what the situation is in our life or someone else's life that the Lord is working within that situation for their good and His glory. Perfect faith is simply taking God at His word.

Mrs. MILLER of Illinois. Mr. Speaker, I thank Congresswoman HARSHBARGER for speaking. It has been a privilege to join with her weekly and with other members to pray for our country.

Our Nation is in crisis because our society has turned away from God and has embraced a culture that now tells children that life has no value. This year, I launched the Congressional Family Caucus because I believe we have a moral obligation as servant representatives to save our American values and to defend the natural family as ordained by God, a husband and a wife committed to each other for life with their children.

We need to defend the natural family from attempts by the radical left to erode this core foundation of our society. In Deuteronomy 6, in the context of the traditional family, in the home, we are to diligently instruct our children to love God and to obey His commandments.

During Faith Month, I would like to recognize that a happy family is a blessing from God and is foundational to human flourishing. I will always proudly stand up for faith and for our families in Congress.

Mr. Speaker, I yield to the gentleman from Georgia (Mr. CLYDE).

Mr. CLYDE. Mr. Speaker, I thank my friend, Congresswoman MILLER from Illinois, for leading on this important issue, this important Special Order, and for being a leader in defending religious freedom.

Mr. Speaker, I rise today in honor and celebration of Faith Month. During Faith Month, we celebrate the enduring power of the Bible as God's revelation to His creation, offering guidance and the promise of eternal life through the Gospel of His word.

This sacred text has played a pivotal role in shaping the very fabric of our Nation, acting as a guard for liberty in the United States of America.

Over 400 years ago, settlers fled religious persecution in search of the New World, and the Bible became the cornerstone of our Founding Fathers' vision for a free government. Their wise leadership wove the Word of God into the foundation and core principles of our Nation, ensuring unity and success for generations to come.

Our Founders wisely and proudly proclaimed that our liberties are not bestowed by the government, but by our heavenly creator. As Thomas Jefferson wrote in the Declaration of Independence, "We hold these truths to be self-

evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness.”

This includes the most pivotal liberties, outlined in the First Amendment, which preserves our unalienable right to religious liberty. Undoubtedly, this remains one of the most important foundations of our Nation, but I see little by little, day by day, these religious liberties are in danger of being canceled or abandoned because of persecution in government at all levels.

We must not allow that to continue, and so we must defend all our God-given liberties from government overreach and we, in Congress, must lead on this issue. Today and every day, may we individually and unapologetically rejoice in our faith.

As we move forward, let us continue to use God’s word as the guiding light. Our government founded on faith and His divine plan will bring peace, freedom, and liberty to all who call this great Nation home.

Mrs. MILLER of Illinois. Mr. Speaker, I agree with Congressman CLYDE that we do need to defend these core principles and our freedom to exercise our faith.

This year during Faith Month, we celebrate and thank God for the historic victory of the end of *Roe v. Wade*. The end of *Roe* is the beginning of a new chapter where we can now embrace a culture of life with reverence for all of God’s children. I applaud the Justices who stood bravely up to the radical abortion industry and defended life. I also applaud President Trump who gave the American people a Court that delivered a pro-life win for our Nation.

The Bible tells us in Psalm 139 that we are fearfully and wonderfully created by God, knitted together in our mother’s womb. This verse reminds us that every human life is created by God and has inherent worth and dignity at every stage of development.

What a shame that today we are teaching our children that they are the result of cosmic dust and are here without purpose instead of intricately woven and designed and purposed by God.

Defending life has been one of the most meaningful fights that I have contributed to during my time in Congress. I have had the opportunity to stand with pro-life colleagues from across the country by supporting the Life at Conception Act, the No Taxpayer Funding For Abortion Act, and cosponsoring the Protecting Life on College Campus Act.

During Faith Month, I would like to recognize the incredible strides we have made for the pro-life movement over recent years. I will always defend the lives of the unborn.

Mr. Speaker, I yield to the gentleman from Georgia (Mr. ALLEN).

Mr. ALLEN. Mr. Speaker, I thank Mrs. MILLER for holding this Special

Order so that we can share our faith and the importance of our faith to this country.

Mr. Speaker, it is important that we take this opportunity to celebrate Faith Month. Faith in God is as important to our Nation today as it was in 1776. When faced with critical decisions, our Founding Fathers looked to the scriptures and sought the wisdom of God.

The church was the most important pillar in every community at that time and had tremendous influence over the establishment of our Constitution and the values as a Nation.

As my friend MIKE JOHNSON explained to me, what our Founders did was simply this: They left God at the top, they got rid of the king, and put the people in charge.

I want to tell the American people today; you are in charge. The Constitution has not changed in that regard. They recognize, as many of us here today do, that the Bible is a life-changing source of eternal hope which sustains our faith.

President Adams stated that our Constitution was written for moral and religious people only. It will do for no other. I have often said that, and it offends some people. What did Adams mean by this statement?

Well, as I understand it, our Founders came to America for religious freedom. A couple weeks ago, Os Guinness spoke to us at the Faith & Law Breakfast, and he explained it this way. He said, you cannot have virtue without faith. You cannot have faith without freedom. You cannot have freedom without virtue. You think of this as a triangle, each dependent on the other.

We serve a God who created perfect order, because chaos is the absolute opposite of freedom. Based on these founding principles, we have “In God We Trust” above the American flag that hangs right there above the Speaker’s podium. Behind us, looking down on this body, we have the full face of Moses who wrote the first five books of the Bible—the law, God’s law. In this body, we are without excuse.

With that, let me lift up a few examples of faith in both the Old and New Testament. God chose Abraham to be the father of Israel, the home of God’s chosen people. Why did God choose Abraham? I will read from Genesis 12: “The Lord had said to Abraham, ‘Leave your country, your people and your father’s household and go to the land I will show you. I will make you into a great Nation and I will bless you; I will make your name great, and you will be a blessing. I will bless those who bless you, and whoever curses you I will curse; and all peoples on Earth will be blessed through you.’” I would say to you today that includes the United States of America.

The second example I would like to share is from Matthew, and this is one of my favorites when Jesus calms the storm. This is Matthew chapter 8: “Then he got into the boat and his dis-

ciples followed him. Suddenly a furious storm came up on the lake, so that the waves swept over the boat. But Jesus was sleeping. The disciples went and woke him, saying, ‘Lord, save us. We’re going to drown.’ He replied, ‘You of little faith, why are you so afraid?’ Then he got up and rebuked the winds and the waves, and it was completely calm. The men were amazed and asked, ‘What kind of man is this? Even the winds and the waves obey him.’”

That begs the question, who is actually in charge of the climate?

The third example I would like to share on faith is from John 20:24–29: “Now Thomas, one of the 12, was not with the disciples when Jesus came. So the other disciples told him, ‘We have seen the Lord.’ But he said to them, ‘Unless I see the nail marks in his hands and put my finger where the nails were, and put my hand into his side, I will not believe.’ A week later his disciples were in the house again, and Thomas was with them. Though the doors were locked, Jesus came and stood among them and said, ‘Peace be with you.’ Then he said to Thomas, ‘Put your finger here; see my hands. Reach out your hand and put it into my side. Stop doubting and believe.’”

□ 1915

Thomas said to him: “My Lord and my God.” Those words were maybe the greatest proclamation of faith in the New Testament.

Jesus also told him: “Because you have seen Me, you have believed. Blessed are those who have not seen and yet have believed.” And that is what our faith is about today.

Over 50 years ago, the late Billy Graham prayed about the status of our faith in this Nation. I will share this prayer:

“Our Father and our God, Thou hast said, ‘Blessed is that nation whose God is the Lord.’ We recognize on this historic occasion that we are ‘a nation under God.’ We thank Thee for this torch of faith handed to us by our forefathers. May we never let it be extinguished. Thou alone hast given us our prosperity, our freedom, and our power. This faith in God is our heritage and our foundation.

“Thou hast warned us in the Scriptures, ‘If the foundations be destroyed, what can the righteous do?’ As George Washington reminded us in his Farewell Address, morality and faith are the pillars of our society. We confess these pillars are being eroded in an increasingly materialistic and permissive society. The whole world is watching to see if the faith of our fathers will stand the trials and tests of the hour. Too long we have neglected Thy word and ignored Thy laws. Too long we have tried to solve our problems without reference to Thee. Too long we have tried to live by bread alone. We have sown to the wind and are now reaping a whirlwind of crime, division, and rebellion.”

I ask you tonight: Why have we not passed down these very values to the

next generation, and why is this generation in chaos?

As chairman of the Congressional Prayer Caucus, I am in a unique position to hear the spiritual concerns of the American people. Every week that we are in session, Members of Congress get together to pray for our great Nation and those with prayer requests.

I urge you to visit my website at allen.house.gov to submit a prayer request. Only through prayer and faith in God can we unite and heal the deep divisions and moral crises facing our Nation that Billy Graham pointed out more than 50 years ago.

Mrs. MILLER of Illinois. Mr. Speaker, I thank Congressman ALLEN for his words.

Mr. Speaker, I yield to the gentleman from Idaho (Mr. FULCHER).

Mr. FULCHER. Mr. Speaker, today, I rise to commemorate Faith Month.

As a member of the Christian faith, I see this month as a time to reflect on my own faith journey. As an American, it is time to celebrate the foundations of religious liberty that our country is built upon and the resulting prosperity that it has brought.

Our country is home to over 150 million Christian believers. Now more than ever, these Americans are under threat as their beliefs are labeled bigoted, their places of worship are attacked, and their religious protections are diminished.

Founding Father John Adams once said: "Nothing is more dreaded than the national government meddling with religion." I agree. In a world increasingly hostile to people of faith, America must remain a refuge for those looking to worship God without fear of state reprisal.

Proverbs 29:2 says: "When the righteous are in authority, the people rejoice; but when the wicked rule, the people mourn."

Let us govern in a righteous manner and protect our fellow Americans' freedom to practice their faith as they choose.

Mrs. MILLER of Illinois. May I inquire as to the time remaining.

The SPEAKER pro tempore. The gentlewoman from Illinois has 9 minutes remaining.

Mrs. MILLER of Illinois. Mr. Speaker, I yield to the gentleman from Virginia (Mr. GOOD), my friend and colleague.

Mr. GOOD of Virginia. Mr. Speaker, I thank my colleague, the great Congresswoman from Illinois (Mrs. MILLER), for her leadership on this all-important issue, this all-important opportunity to discuss the importance of faith.

We are so privileged to live in a country where our right to worship or to not worship, our right to practice our faith or not to practice, to believe or not to believe, is protected, literally enshrined in our Constitution in the First Amendment to the Constitution.

Our Founders, in fact, with this wonderful, great experiment in self-rule

and self-governance, in a constitutional republic, literally sought divine intervention when they were forming this country. They prayed together and asked for wisdom and courage. They certainly showed that as patriots when they fought for our freedom some 250 years ago from, at that time, the world's greatest economic and military power. Our Founders fought for our freedom. They risked everything.

I have a painting in my office, an artist's rendering, of George Washington, as general of the Continental Army, praying, seeking wisdom, seeking protection, seeking courage in the battle for our independence, for our freedom.

Then, as the Congress came together and established this country, they sought again divine intervention. They sought wisdom. They sought the Lord's guidance in forming this country.

Who were the Founders? Most of them were Christians. Most of them were Bible-believing Christians. Virtually all of them believed in a higher power, believed in a creator, believed in divine providence.

Of course, the First Amendment, the reason why it was the first amendment, saying that Congress shall make no law establishing a religion or prohibiting the free exercise thereof, the intention of that, as they had escaped the oppression or the tyranny of England and a monarchy where there was a blended church-state, an official state church, they wanted the freedom from that so that everyone could again worship as they chose, believe as they chose, practice their faith as they chose, or do none of those things in a free country like the United States.

Lest anyone should say, as commonly and incorrectly posited by some today, that there is this mythical separation of church and state, the Founders never intended that. All you have to do is read their extraconstitutional writings to know what they intended. They were seeking to protect the church from the government, never intending to protect the government from the influence of the church.

That is why those very Founders, those signers of the Declaration, many of them, are the ones who started the practice of opening Congress every day in prayer, a practice we continue today.

Those very Founders are the ones who declared a National Day of Prayer soon after founding this great Nation. Thankfully, that has continued to this day.

America has been that shining city on a hill, not just because we have been economically strong, not just because we have been militarily strong, but as was famously said: America has been great because America has been good.

America was founded upon Judeo-Christian principles, a belief that our rights are God-given, God-given rights that preceded the founding of our country, yet we are unique among the nations of the world, as those rights are protected in this country by our Constitution.

No nation in the history of the world has ministered to more people around the globe, has brought the Gospel to more people around the globe, than the United States of America. No nation in the history of the world has rescued more people, ministered to more people, and freed more people than the United States of America. No nation in the history of the world has been more welcoming to people from all over the globe, immigrants from all over, to come to these shores from all ethnic backgrounds, all nationalities, all races, and to provide more upward mobility and opportunity than the United States of America.

I submit that is because we are founded upon Biblical principles, Judeo-Christian principles, respect for life, respect for rule of law, respect for God-given rights.

Again, that is protected in this country—unique among the nations of the world in our founding, unique among the nations of world where our rights are protected in our own Constitution.

Those rights are under assault in this country. You are seeing increasing hostility from some on people of faith. You are seeing protections being eliminated for individuals or businessowners to practice their faith in the public square or to practice their faith in the way they run their business.

You are seeing a lack of protection for people of faith from attack, from violence, and from vandalism at places of worship or at places like crisis pregnancy centers.

You are even seeing the Federal Government targeting people based on their faith, as we recently saw with the FBI toward Catholics in the city of Richmond, just 30 minutes from the outskirts of my district.

While it is still permitted in this country, we continue to open every morning in Congress, every day in Congress, every session, with prayer. While it is still permitted, I am going to take the opportunity here, with the time granted to me by my friend from Illinois, to share a little bit about my personal faith.

I am a born-again Christian. I came to know the Lord when I was 9 years old. That is when the faith that my parents had raised me in became my own, where I personally made the decision to surrender to Jesus Christ as my Lord and Saviour.

It doesn't matter what BOB GOOD believes. BOB GOOD has no more right to truth or a corner on truth than anyone else does. It does matter what the Bible says.

The Bible says, in Romans 5:8: "But God commendeth his love toward us, in that, while we were yet sinners, Christ died for us."

God loved us so much that he sent his only son, Jesus Christ, to die for our sins so that we could have salvation, to pay for the sins of everyone in the world.

John 3:16 says: "For God so loved the world that he gave his only begotten

son, that whosoever believeth in Him should not perish but have everlasting life.”

There is a reason why the protection of our faith and our religious freedom, our right to the free exercise of our faith, is enshrined in the First Amendment to the Constitution. What is more precious to a person than their own belief, their own faith, their ability to worship, their ability to assemble with other believers if they choose? What is a more important right or a more precious freedom than that?

That is why, by the way, it is so egregious, just in the last couple of years, where we saw the government clamp down on the ability of people to assemble together, to worship, how they conducted their worship, whether or not they could conduct their worship. We saw that like no other time in the history of this country during the years 2020 and 2021, especially during the COVID years.

What an egregious violation of the right to express our faith and to worship. We saw that on display during the 2 years when the China virus was ravaging our country.

We kept liquor stores open. We kept casinos open. We kept other essential places open, but we didn't keep houses of worship open. That has done harm to our country.

I think many of us recognize that America has been blessed in large part because of our dependence upon the Lord, our dependence on divine intervention, our dependence on guidance from our creator, a belief we were created unique in the image of God, created for a purpose, that there is more to this life than just the 80 or so years that God gives us if we live a long life.

□ 1930

There is an eternity. The most important thing in life is to be prepared for eternity.

Mr. Speaker, I thank my friend and my colleague from Illinois (Mrs. MILLER) for organizing, arranging, and leading on this very important issue. I also thank her for letting me share today.

Mrs. MILLER of Illinois. Mr. Speaker, I thank the gentleman for his words and his testimony.

To conclude, during Faith Month I hope that you will join me in praying for our Nation. Clearly, there has been an attack on our First Amendment right to exercise our freedom of religion and our faith beliefs.

Mr. Speaker, I want to say that if you took instinct out of a beehive, you would have chaos. When you take God out of a society, you have chaos also.

I will never be afraid to speak up in defense of our faith, our freedom, and for our children. We need to protect the American way of life. We have been criticized by radical leftists, and they are trying to remake America into a Communist, atheist experiment. Our Founders were men of faith, and there are many of us here in Congress that are men and women of faith also.

We pray for our country. I encourage everybody to continue to pray for our great Nation.

Mr. Speaker, I yield back the balance of my time.

ADJOURNMENT

Mrs. MILLER of Illinois. Mr. Speaker, I move that the House do now adjourn.

The motion was agreed to; accordingly (at 7 o'clock and 31 minutes p.m.), under its previous order, the House adjourned until tomorrow, Wednesday, April 19, 2023, at 10 a.m. for morning-hour debate.

AMENDED NOTICE OF ADOPTION OF SUBSTANTIVE REGULATIONS AND TRANSMITTAL FOR CONGRESSIONAL APPROVAL

U.S. CONGRESS, OFFICE OF
CONGRESSIONAL WORKPLACE RIGHTS,
Washington, DC, April 18, 2023.

Hon. KEVIN MCCARTHY,
Speaker of the U.S. House of Representatives,
The United States Capitol,
Washington, DC.

DEAR MR. SPEAKER: Section 304(b)(3) of the Congressional Accountability Act (CAA), 2 U.S.C. §1384(b)(3), requires that, with regard to substantive regulations under the CAA, after the Board of Directors of the Office of Congressional Workplace Rights (Board) has published a general notice of proposed rulemaking as required by subsection (b)(1), and received comments pursuant to subsection (b)(2), “the Board shall adopt regulations and shall transmit notice of such action together with a copy of such regulations to the Speaker of the House of Representatives and the President pro tempore of the Senate for publication in the *Congressional Record* on the first day on which both Houses are in session following such transmittal.” On February 2, 2009, the Board adopted regulations implementing section 206 of the CAA, which extends the rights and protections of the Uniformed Services Employment and Reemployment Act (USERRA) to covered employees in the legislative branch, and the Chair of the Board transmitted to the Office of the Speaker notice of such action together with copies of separate USERRA regulations adopted for the Senate, the House of Representatives, and the other covered entities and facilities.

The Board has since made additional minor amendments to its adopted USERRA regulations, as detailed in the *Amended Notice of Adoption of Substantive Regulations and Transmittal for Congressional Approval*, which accompanies this letter. The Board requests that the accompanying Amended Notice and amended regulations for the Senate, the House of Representatives, and the other covered entities, be published in the House version of the *Congressional Record* on the first day on which both Houses are in session following receipt of this transmittal, and that Congress approve the amended regulations.

Any inquiries regarding this notice should be addressed to Patrick N. Findlay, Executive Director of the Office of Congressional Workplace Rights, Room LA-200, 110 2nd Street, S.E., Washington, DC 20540; 202-724-9250.

Sincerely,

BARBARA CHILDS WALLACE,
Chair of the Board of Directors, Office of
Congressional Workplace Rights.

Attachment.

FROM THE BOARD OF DIRECTORS OF
THE OFFICE OF CONGRESSIONAL
WORKPLACE RIGHTS

AMENDED NOTICE OF ADOPTION OF REG-
ULATIONS AND TRANSMITTAL FOR
CONGRESSIONAL APPROVAL

**Substantive Regulations Adopted by the
Board of Directors of the Office of Con-
gressional Workplace Rights (Board) Ex-
tending Rights and Protections under the
Uniformed Services Employment and Re-
employment Rights Act of 1994
(USERRA), as required by 2 U.S.C. §1384,
Congressional Accountability Act of 1995,
as amended (CAA).**

Background:

Section 304(b)(3) of the CAA, 2 U.S.C. §1384(b)(3), requires that, with regard to substantive regulations under the CAA, after the Board has published a general notice of proposed rulemaking as required by subsection (b)(1), and received comments as required by subsection (b)(2), “the Board shall adopt regulations and shall transmit notice of such action together with a copy of such regulations to the Speaker of the House of Representatives and the President pro tempore of the Senate for publication in the *Congressional Record* on the first day on which both Houses are in session following such transmittal.”

Section 206 of the CAA, 2 U.S.C. §1316, applies the rights and protections of USERRA, chapter 43 of title 38, to covered employees in the legislative branch. On April 21, 2008, and May 8, 2008, the Office of Congressional Workplace Rights (OCWR), then known as the Office of Compliance (OOC), published a Notice of Proposed Rulemaking (NPR) in the *Congressional Record* (154 Cong. Rec. S3188 (daily ed. April 21, 2008) H3338 (daily ed. May 8, 2008)). After notice and comment per section 304(b), on February 2, 2009, the Board adopted and submitted for publication in the *Congressional Record* its adopted substantive regulations regarding USERRA. 155 Cong. Rec. H783-H873, S1280-S1368 (daily ed. February 2, 2009). Congress has not yet acted on the Board's request for approval of these substantive regulations.

The purpose of this *Amended Notice of Adoption of Regulations and Transmittal for Congressional Approval* is to incorporate minor amendments to the Board's previously-adopted USERRA substantive regulations. These amendments are necessary in order to bring the regulations in line with recent changes to the CAA and the OCWR Procedural Rules. Specifically, on December 21, 2018, Congress passed the Congressional Accountability Act of 1995 Reform Act, Pub. L. 115-397. The CAA Reform Act changed the name of the Office of Compliance to the Office of Congressional Workplace Rights. In addition, the Board, consistent with Section 303 of the CAA, amended its Procedural Rules and submitted them for publication in the *Congressional Record* on June 19, 2019. 165 Cong. Rec. H4896-H4916, S4105-S4125 (daily ed. June 19, 2019). Amendments to the Board's adopted USERRA regulations are necessary in order to bring them in line with these recent changes.

Because the amendments to the Board's adopted USERRA regulations are minor, they do not require an additional general notice of proposed rulemaking or period for comments. See 2 U.S.C. §1384(e). Moreover, there have been no additional changes since 2009 to the relevant substantive regulations promulgated by the Secretary of Labor upon which the Board's USERRA regulations are based that would necessitate reopening the notice and comment period.

Because the USERRA substantive regulations previously adopted by the OCWR in