

## HR 3949

Volunteer Firefighter and EMS Personnel Job Protection Act

**Congress:** 109 (2005–2007, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Sep 29, 2005

**Current Status:** Referred to the Subcommittee on Employer-Employee Relations.

**Latest Action:** Referred to the Subcommittee on Employer-Employee Relations. (Nov 7, 2005)

**Official Text:** <https://www.congress.gov/bill/109th-congress/house-bill/3949>

### Sponsor

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**Name:** Rep. Castle, Michael N. [R-DE-At Large]

**Party:** Republican • **State:** DE • **Chamber:** House

## Cosponsors (69 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Sep 29, 2005
Rep. Pascrell, Bill, Jr. [D-NJ-8]	D · NJ		Sep 29, 2005
Rep. Weldon, Curt [R-PA-7]	R · PA		Sep 29, 2005
Rep. Owens, Major R. [D-NY-11]	D · NY		Oct 18, 2005
Rep. Rogers, Mike D. [R-AL-3]	R · AL		Oct 18, 2005
Rep. Hall, Ralph M. [R-TX-4]	R · TX		Oct 20, 2005
Rep. Hefley, Joel [R-CO-5]	R · CO		Oct 20, 2005
Rep. McNulty, Michael R. [D-NY-21]	D · NY		Oct 20, 2005
Rep. Ross, Mike [D-AR-4]	D · AR		Oct 28, 2005
Rep. Sanders, Bernard [I-VT-At Large]	I · VT		Oct 28, 2005
Rep. Alexander, Rodney [R-LA-5]	R · LA		Nov 2, 2005
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Nov 2, 2005
Rep. Boehlert, Sherwood [R-NY-24]	R · NY		Nov 2, 2005
Rep. Brady, Robert A. [D-PA-1]	D · PA		Nov 2, 2005
Rep. Ford, Harold E., Jr. [D-TN-9]	D · TN		Nov 2, 2005
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		Nov 2, 2005
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Nov 2, 2005
Rep. Rehberg, Dennis R. [R-MT-At Large]	R · MT		Nov 2, 2005
Rep. Reyes, Silvestre [D-TX-16]	D · TX		Nov 2, 2005
Rep. Gillmor, Paul E. [R-OH-5]	R · OH		Nov 7, 2005
Rep. McKinney, Cynthia A. [D-GA-4]	D · GA		Nov 7, 2005
Rep. Oberstar, James L. [D-MN-8]	D · MN		Nov 7, 2005
Rep. Schwarz, John J.H. "Joe" [R-MI-7]	R · MI		Nov 7, 2005
Rep. McCotter, Thaddeus G. [R-MI-11]	R · MI		Nov 10, 2005
Rep. Menendez, Robert [D-NJ-13]	D · NJ		Nov 10, 2005
Rep. Ramstad, Jim [R-MN-3]	R · MN		Nov 10, 2005
Rep. Bartlett, Roscoe G. [R-MD-6]	R · MD		Nov 15, 2005
Rep. Hastings, Alcee L. [D-FL-23]	D · FL		Nov 15, 2005
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Nov 18, 2005
Rep. Jones, Stephanie Tubbs [D-OH-11]	D · OH		Nov 18, 2005
Rep. Harris, Katherine [R-FL-13]	R · FL		Dec 6, 2005
Rep. Boren, Dan [D-OK-2]	D · OK		Feb 1, 2006
Rep. Costello, Jerry F. [D-IL-12]	D · IL		Feb 1, 2006
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Feb 1, 2006
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Feb 1, 2006
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Feb 1, 2006
Rep. Simmons, Rob [R-CT-2]	R · CT		Feb 1, 2006
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Feb 1, 2006
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Feb 15, 2006
Rep. Lowey, Nita M. [D-NY-18]	D · NY		Feb 15, 2006
Rep. Petri, Thomas E. [R-WI-6]	R · WI		Mar 2, 2006

Cosponsor	Party / State	Role	Date Joined
Rep. Gordon, Bart [D-TN-6]	D · TN		Mar 29, 2006
Rep. Ortiz, Solomon P. [D-TX-27]	D · TX		Apr 5, 2006
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Apr 6, 2006
Rep. Upton, Fred [R-MI-6]	R · MI		Apr 6, 2006
Rep. Bonner, Jo [R-AL-1]	R · AL		Apr 25, 2006
Rep. Davis, Geoff [R-KY-4]	R · KY		Apr 25, 2006
Rep. Frank, Barney [D-MA-4]	D · MA		Apr 25, 2006
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Apr 25, 2006
Rep. McGovern, James P. [D-MA-3]	D · MA		Apr 25, 2006
Rep. Neal, Richard E. [D-MA-2]	D · MA		Apr 25, 2006
Rep. Price, David E. [D-NC-4]	D · NC		Apr 25, 2006
Rep. Ryan, Tim [D-OH-17]	D · OH		Apr 25, 2006
Rep. Strickland, Ted [D-OH-6]	D · OH		Apr 25, 2006
Rep. Abercrombie, Neil [D-HI-1]	D · HI		Apr 27, 2006
Rep. Kline, John [R-MN-2]	R · MN		Apr 27, 2006
Rep. McHugh, John M. [R-NY-23]	R · NY		May 3, 2006
Rep. Baldwin, Tammy [D-WI-2]	D · WI		May 4, 2006
Rep. Peterson, Collin C. [D-MN-7]	D · MN		May 4, 2006
Rep. Wexler, Robert [D-FL-19]	D · FL		May 4, 2006
Rep. Davis, Jo Ann [R-VA-1]	R · VA		May 10, 2006
Rep. Barrow, John [D-GA-12]	D · GA		May 17, 2006
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		May 17, 2006
Rep. Gonzalez, Charles A. [D-TX-20]	D · TX		May 17, 2006
Rep. McHenry, Patrick T. [R-NC-10]	R · NC		Jun 26, 2006
Rep. Hart, Melissa A. [R-PA-4]	R · PA		Jul 11, 2006
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Jul 17, 2006
Rep. Miller, Brad [D-NC-13]	D · NC		Jul 20, 2006
Rep. LoBiondo, Frank A. [R-NJ-2]	R · NJ		Nov 13, 2006

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Nov 7, 2005

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
109 S 2399	Related bill	<b>Mar 9, 2006:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Volunteer Firefighter and EMS Personnel Job Protection Act - Prohibits any person from being terminated, demoted, or discriminated against in the terms or conditions of employment because the employee is absent or late as a result of responding as a volunteer firefighter or performing volunteer emergency medical services. Limits applicable absences to 14 days per calendar year.

Allows employers to: (1) withhold the employee's regular pay for such time as the employee is absent; and (2) request the employee to provide written verification from the supervising Federal Emergency Management Agency (FEMA), state, or local official that such employee responded in an official capacity at a specified time and date.

Requires such an employee to make a reasonable effort to notify his or her employer that he or she may be absent or late.

Gives such an employee a private cause of action for discrimination which violates this Act.

### **Actions Timeline**

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- **Nov 7, 2005:** Referred to the Subcommittee on Employer-Employee Relations.
- **Sep 29, 2005:** Introduced in House
- **Sep 29, 2005:** Introduced in House
- **Sep 29, 2005:** Referred to the House Committee on Education and the Workforce.