

HR 2654

Veterans and Servicemembers Employment Rights and Housing Act of 2013

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Armed Forces and National Security

Introduced: Jul 11, 2013

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Sep 13, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/2654>

Sponsor

Name: Rep. Kilmer, Derek [D-WA-6]

Party: Democratic • **State:** WA • **Chamber:** House

Cosponsors (26 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Cartwright, Matt [D-PA-17]	D · PA		Jul 11, 2013
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Jul 11, 2013
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Jul 11, 2013
Rep. Renacci, James B. [R-OH-16]	R · OH		Jul 11, 2013
Rep. Tierney, John F. [D-MA-6]	D · MA		Jul 31, 2013
Rep. Whitfield, Ed [R-KY-1]	R · KY		Jul 31, 2013
Rep. Cohen, Steve [D-TN-9]	D · TN		Aug 1, 2013
Rep. McGovern, James P. [D-MA-2]	D · MA		Sep 10, 2013
Rep. Courtney, Joe [D-CT-2]	D · CT		Sep 16, 2013
Rep. King, Peter T. [R-NY-2]	R · NY		Sep 18, 2013
Rep. Israel, Steve [D-NY-3]	D · NY		Oct 2, 2013
Rep. Beatty, Joyce [D-OH-3]	D · OH		Oct 9, 2013
Rep. LoBiondo, Frank A. [R-NJ-2]	R · NJ		Nov 12, 2013
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Mar 6, 2014
Rep. Cook, Paul [R-CA-8]	R · CA		Mar 6, 2014
Rep. LaMalfa, Doug [R-CA-1]	R · CA		Mar 6, 2014
Rep. Smith, Christopher H. [R-NJ-4]	R · NJ		Mar 6, 2014
Rep. Carney, John C., Jr. [D-DE-At Large]	D · DE		Mar 14, 2014
Rep. Garamendi, John [D-CA-3]	D · CA		Mar 14, 2014
Rep. Keating, William R. [D-MA-9]	D · MA		Mar 14, 2014
Rep. Ruiz, Raul [D-CA-36]	D · CA		Apr 28, 2014
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 9, 2014
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Jul 11, 2014
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Jul 25, 2014
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Aug 1, 2014
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Nov 18, 2014

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Sep 13, 2013
Judiciary Committee	House	Referred to	Sep 13, 2013

Subjects & Policy Tags

Policy Area:

Armed Forces and National Security

Related Bills

Bill	Relationship	Last Action
113 S 1281	Identical bill	Oct 30, 2013: Committee on Veterans' Affairs. Hearings held. Hearings printed: S.Hrg. 113-280.

Veterans and Servicemembers Employment Rights and Housing Act of 2013 - Prohibits employment practices that discriminate based on an individual's military service and amends the Fair Housing Act and the Civil Rights Act of 1968 to prohibit housing discrimination against members of the uniformed services.

Declares that it shall be an unlawful employment practice for an employer to fail to hire, to discharge, or to otherwise discriminate against individuals because of their military service. Prohibits employers, employment agencies, labor organizations, and job training programs from engaging in specified practices that adversely affect an applicant or employee because of such service.

Exempts certain hiring and employment practices from being considered unlawful if the occupancy of the position is subject to national security requirements that an individual does not fulfill.

Permits an employer to apply different standards of compensation or terms of employment pursuant to a bona fide seniority or merit system, a system which measures earnings by quantity or quality of production or to employees who work in different locations, or a professionally developed ability test.

Declares that an unlawful employment practice based on disparate impact is established only if: (1) the complaining party demonstrates that a respondent uses a particular employment practice that causes a disparate impact on the basis of military service and the respondent fails to demonstrate that the challenged practice is job-related and consistent with business necessity, or (2) the complaining party makes a demonstration with respect to an alternative employment practice and the respondent refuses to adopt such practice.

Prohibits business necessity from being used as a defense against a claim of intentional discrimination.

Declares that an unlawful employment practice is established when the complaining party demonstrates that military service was a motivating factor for any employment practice, even though other factors also motivated such practice.

Grants enforcement powers, remedies, and procedures under the Civil Rights Act of 1964 to the Equal Employment Opportunity Commission (EEOC), Attorney General (DOJ), and persons alleging such discrimination.

Amends the Fair Housing Act to prohibit housing discrimination against a member of the uniformed services with respect to: (1) the sale or rental of housing, (2) residential real estate-related transactions, and (3) the provision of brokerage services.

Prohibits religious organizations engaging in housing transactions from giving preferences to persons of the same religion in cases where membership in such religion is restricted to persons who are not members of the uniformed services.

Amends the Civil Rights Act of 1968 to impose a fine, imprisonment, or both on persons who violate prohibitions on housing discrimination under such Act against members of the uniformed services.

Actions Timeline

- **Sep 13, 2013:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Sep 13, 2013:** Referred to the Subcommittee on Workforce Protections.
- **Jul 11, 2013:** Introduced in House
- **Jul 11, 2013:** Referred to the Committee on Education and the Workforce, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.