



CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE

May 10, 2012

H.R. 3670
**A bill to require the Transportation Security Administration
to comply with the Uniformed Services Employment and
Reemployment Rights Act**

As ordered reported by the House Committee on Veterans' Affairs on April 27, 2012

Under current law, the Transportation Security Administration (TSA) is not required to comply with certain provisions of federal labor laws, including the Uniformed Services Employment and Reemployment Rights Act (USERRA). That law specifies certain rights for individuals who serve in the uniformed services, including those in the reserves or the National Guard who are called to active duty. In particular, USERRA prohibits employers from discriminating on the basis of military service or obligation and protects covered individuals' rights to be reemployed upon returning from duty.

H.R. 3670 would require TSA to comply with USERRA. According to TSA, the agency's existing policies regarding individuals who leave TSA to undertake uniformed service are already consistent with USERRA. As a result, CBO estimates that H.R. 3670 would not significantly affect the agency's costs. Enacting the bill would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

H.R. 3670 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Megan Carroll. The estimate was approved by Theresa Gullo, Deputy Assistant Director for Budget Analysis.