



CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE

October 5, 2000

**H.R. 284**

**Honor Guard for Veterans Empowerment Act**

*As passed by the House of Representatives on October 3, 2000*

H.R. 284 would amend the Uniformed Services Employment and Reemployment Rights Act (USERRA) to expressly require employers to give reservists an authorized leave of absence for performance of funeral honors duty. USERRA provides employment protections for members of the uniformed services whose performance of duty requires them to be absent from their civilian jobs. Based on information from the Department of Labor and the Department of Defense, CBO assumes that H.R. 284 would clarify the existing protection provided under current law. As a result, we estimate that there would be no costs to the federal government. Because the legislation would not affect direct spending or receipts, pay-as-you-go procedures would not apply.

H.R. 284 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 Dawn Sauter Regan. This estimate was approved by Peter H. Fontaine, Deputy Assistant Director for Budget Analysis.