

119TH CONGRESS
1ST SESSION

H. R. 3261

To amend title 38, United States Code, to modify authorities relating to the collective bargaining of employees in the Veterans Health Administration.

IN THE HOUSE OF REPRESENTATIVES

MAY 7, 2025

Mr. TAKANO (for himself, Ms. SEWELL, Mr. GOMEZ, Ms. SÁNCHEZ, Ms. WATERS, Mr. PETERS, Mr. VARGAS, Ms. DEGETTE, Mr. LARSON of Connecticut, Ms. NORTON, Mr. FROST, Mrs. CHERFILUS-McCORMICK, Mrs. MCBATH, Ms. KELLY of Illinois, Mrs. RAMIREZ, Ms. BUDZINSKI, Mr. MRVAN, Mr. MOULTON, Mr. LYNCH, Mr. KEATING, Mr. HOYER, Ms. TLAIB, Mr. CONAWAY, Ms. SHERRILL, Mr. ESPAILLAT, Mr. KENNEDY of New York, Mr. BOYLE of Pennsylvania, Ms. SCANLON, Mr. AMO, Mr. DOGGETT, Ms. MCCLELLAN, Mr. SMITH of Washington, Ms. MOORE of Wisconsin, Mr. MCGARVEY, Mr. LARSEN of Washington, Mr. FOSTER, Ms. WILLIAMS of Georgia, Mr. SUBRAMANYAM, Mr. RASKIN, Mr. MORELLE, Mr. GOLDEN of Maine, Ms. OCASIO-CORTEZ, Ms. CRAIG, Mr. NORCROSS, Mr. STANTON, Mr. DAVIS of Illinois, Ms. CHU, Mr. HORSFORD, Ms. STRICKLAND, Mr. CARBAJAL, Mr. KHANNA, Ms. STEVENS, Ms. HOYLE of Oregon, Ms. OMAR, Ms. DEAN of Pennsylvania, Ms. TITUS, Mr. RYAN, Mr. POCAN, Ms. BROWN, Mr. THOMPSON of California, Ms. GARCIA of Texas, Mr. GOLDMAN of New York, Mr. BISHOP, Mrs. DINGELL, Mr. GOTTHEIMER, Ms. JOHNSON of Texas, Mr. THANEDAR, Ms. DEXTER, Ms. MCBRIDE, Ms. GOODLANDER, Ms. BROWNLEY, Mr. LEVIN, Ms. SALINAS, Mr. PAPPAS, and Ms. MENG) introduced the following bill; which was referred to the Committee on Veterans' Affairs

A BILL

To amend title 38, United States Code, to modify authorities relating to the collective bargaining of employees in the Veterans Health Administration.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “VA Employee Fairness
5 Act of 2025”.

6 **SEC. 2. MODIFICATION OF AUTHORITIES ON COLLECTIVE**
7 **BARGAINING OF EMPLOYEES OF THE VET-**
8 **ERANS HEALTH ADMINISTRATION.**

9 (a) IN GENERAL.—Section 7422 of title 38, United
10 States Code, is amended—

11 (1) by striking subsections (b), (c), and (d); and

12 (2) by redesignating subsection (e) as sub-
13 section (b).

14 (b) RULE OF CONSTRUCTION.—The amendments
15 made by subsection (a) may not be construed to affect
16 the authorities of the Secretary of Veterans Affairs re-
17 garding incentive pay and expedited hiring under section
18 706 of title 38, United States Code, or other similar provi-
19 sions of law.

○