

119TH CONGRESS  
1ST SESSION

# H. R. 6014

To amend title 38, United States Code, to provide covered employees of the Department of Veterans Affairs the right to be represented during examinations that may result in disciplinary actions against the covered employee.

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## IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 10, 2025

Mrs. RAMIREZ (for herself, Mr. TAKANO, Mr. KENNEDY of New York, Ms. BUDZINSKI, Mr. MCGARVEY, Mr. CONAWAY, Ms. BROWNLEY, and Ms. TLAIB) introduced the following bill; which was referred to the Committee on Veterans' Affairs

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## A BILL

To amend title 38, United States Code, to provide covered employees of the Department of Veterans Affairs the right to be represented during examinations that may result in disciplinary actions against the covered employee.

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 “Right to Representa-  
5 tion for Department of Veterans Affairs Workers Act of  
6 2025”.

1 **SEC. 2. RIGHT TO REPRESENTATION FOR EMPLOYEES OF**  
2 **DEPARTMENT OF VETERANS AFFAIRS.**

3 (a) IN GENERAL.—Subchapter I of chapter 7 of title  
4 38, United States Code, is amended by inserting after sec-  
5 tion 707 the following new section:

6 **“§ 708. Covered employees: right to representation**  
7 **during examinations**

8 “(a) IN GENERAL.—The Secretary shall give to each  
9 covered employee an opportunity to be represented by a  
10 representative of the choice of, on duty time if applicable,  
11 the covered employee at any examination of such covered  
12 employee if—

13 “(1) the covered employee believes that the ex-  
14 amination may result in disciplinary action against  
15 the covered employee; and

16 “(2) the covered employee requests the rep-  
17 resentation.

18 “(b) DEFINITIONS.—In this section:

19 “(1) The term ‘covered employee’ means an in-  
20 dividual occupying a position at the Department, but  
21 does not include—

22 “(A) an individual occupying a senior exec-  
23 utive position (as defined in section 713(d) of  
24 this title);

25 “(B) an individual appointed pursuant to  
26 sections 7306, 7401(4), or 7405 of this title; or

1                   “(C) a political appointee.

2                   “(2) The term ‘political appointee’ has the  
3 meaning given such term in section 714(h) of this  
4 title.”.

5           (b) CLERICAL AMENDMENT.—The table of sections  
6 at the beginning of chapter 7 of such title is amended by  
7 inserting after the item relating to section 707 the fol-  
8 lowing new item:

“708. Employee right to representation.”.

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