



T H E M I L I T A R Y C O A L I T I O N

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Alexandria, Virginia 22314
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April 26, 2019

The Honorable Tim Ryan
U.S. House of Representatives
Washington, DC 20515

The Honorable Steven Palazzo
U.S. House of Representatives
Washington, DC 20515

Dear Representatives Ryan and Palazzo:

The Military Coalition, a consortium of organizations representing 5.5 million service members, veterans, their families and survivors, writes to express our support of H.R. 801, the *Reserve Component Employer Incentive, Compensation, and Relief Act of 2019*. This bill addresses one of the biggest challenges that these reservists face – finding and retaining employment with businesses who support their service and bear the costs of lost productivity during periods of training and deployment.

As the country's reserve component represents almost 50 percent of military personnel, a substantial amount of our constituency sustains itself on employment outside of the Department of Defense. We believe that properly incentivizing outside employers to hire and retain reserve component members within their companies will provide an economic boost to the company while encouraging civilian employment stability for reserve component members. After more than 17 years of continuous war, employers who retain reserve component members face the prospect of losing out on months of top talent each year due to training and deployment opportunities available to their dual-status employees.

Similarly, reserve component members are often concerned about retaining employment due to training and deployment opportunities. Often times reserve component members who utilize military leave at their civilian employment are faced with resistance as employers skirt or outright defy compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). This remains a concern among the military community, and we urge you to include a provision to ensure employer compliance with the USERRA to qualify for receipt of any tax incentive associated with employing and retaining reserve component members.

We appreciate your commitment to the men and women serving in uniform, particularly those serving in the reserve components. We stand ready to continue working with you to ensure the preservation and improvement of employer and reserve component relations and encourage the retention the employer's top talent- those who also serve our Nation.

Sincerely,
The Military Coalition
(Signatures enclosed)

Air Force Association
Air Force Sergeants Association
AMVETS (American Veterans)
AMSUS, the Society of Federal Health Professionals
Association of the United States Army
Association of the United States Navy
Chief Warrant & Warrant Officers Association, USCG
Commissioned Officers Association of the U.S. Public Health Service, Inc.
Enlisted Association of the National Guard of the United States
Fleet Reserve Association
Gold Star Wives
Iraq & Afghanistan Veterans of America
Jewish War Veterans of the United States of America
Marine Corps League
Marine Corps Reserve Association
Military Officers Association of America
Military Order of the Purple Heart
National Military Family Association
Naval Enlisted Reserve Association
Non Commissioned Officers Association
Reserve Officers Association
Service Women's Action Network
The Retired Enlisted Association
United States Army Warrant Officers Association
United States Coast Guard Chief Petty Officers Association
Wounded Warrior Project