

112TH CONGRESS  
1ST SESSION

# H. R. 3471

To authorize the Secretary of Labor to award grants for the employment of individuals in targeted communities to perform work for the benefit of such communities.

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## IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 17, 2011

Ms. TSONGAS introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To authorize the Secretary of Labor to award grants for the employment of individuals in targeted communities to perform work for the benefit of such communities.

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 “Helping Individuals  
5 Return to Employment Act” or the “HIRE Act”.

6 **SEC. 2. COMMUNITY EMPLOYMENT GRANTS.**

7 (a) GRANTS AUTHORIZED.—The Secretary of Labor  
8 is authorized to award competitive grants for the hiring

1 of unemployed individuals to perform work to benefit com-  
2 munities, under terms and conditions set forth in this sec-  
3 tion.

4 (b) ELIGIBLE ENTITIES.—Grants under this section  
5 may be awarded to any of the following entities in the  
6 areas described in subsection (c):

7 (1) Units of local government.

8 (2) Workforce investment boards, established  
9 pursuant to section 117 of the Workforce Invest-  
10 ment Act of 1998 (29 U.S.C. 2832).

11 (3) Non-profit organizations described in sec-  
12 tion 501(c)(3) of the Internal Revenue Code of 1986  
13 (26 U.S.C. 501(c)(3)).

14 (c) TARGETED COMMUNITIES.—Grants under this  
15 section may be awarded to eligible entities located in or  
16 primarily serving in one of the following areas, if the un-  
17 employment rate in such area is higher than 7 percent  
18 during the 3-month period preceding the award of the  
19 grant:

20 (1) A renewal community with respect to which  
21 a designation was in effect under section 1400E(a)  
22 of the Internal Revenue Code of 1986 (26 U.S.C.  
23 1400E(a)) on December 31, 2009.

24 (2) An empowerment zone designated under  
25 section 1391 of such Code.

1           (3) A historically underutilized business zone  
2           designated under section 3(p)(1) of the Small Busi-  
3           ness Act (15 U.S.C. 632(p)(1)).

4           (d) INDIVIDUALS ELIGIBLE FOR EMPLOYMENT.—  
5           Grants awarded under this section shall be used to hire  
6           unemployed individuals residing in the areas described in  
7           subsection (c), including individuals age 16 and older, with  
8           priority going to individuals who have been unemployed  
9           for more than a year.

10          (e) LIMITATIONS.—

11           (1) UNION CONSULTATION.—No individual  
12           whose employment is funded under a grant author-  
13           ized under this Act may work for an employer at  
14           which a collective bargaining agreement is in effect  
15           covering the same or similar work, unless—

16                   (A) the consent of the labor organization  
17                   at such employer is obtained; and

18                   (B) negotiations have taken place between  
19                   such labor organization and the employer as to  
20                   the terms and conditions of such employment.

21           (2) NONDISPLACEMENT.—An individual whose  
22           employment is funded under this Act may not dis-  
23           place other employees whose employment is not  
24           funded under this Act. A grant recipient under this  
25           Act may not hire an employee or employees with

1 funds under this Act for any employment which the  
2 grant recipient would otherwise hire an employee  
3 who has been furloughed.

4 (f) EFFECT ON UNEMPLOYMENT COMPENSATION.—

5 The amount of any unemployment compensation payable  
6 to an individual employed under a grant established by  
7 this Act is a pro rata portion of the unemployment com-  
8 pensation which would otherwise be payable to the em-  
9 ployee if such employee were totally unemployed.

10 (g) CONSULTATION REQUIREMENT.—An eligible en-

11 tity that receives a grant under this Act shall consult with  
12 community leaders, including small business owners, labor  
13 organizations, and local residents to assess the needs of  
14 the community to determine the qualifying activities for  
15 which individuals will be hired.

16 (h) QUALIFYING ACTIVITIES.—Individuals hired

17 using grant funds awarded under this section shall be em-  
18 ployed for a minimum of 20 hours per week only in activi-  
19 ties that benefit the community in the areas described in  
20 subsection (c), including activities such as public works,  
21 beautification, historic restoration, tutoring, and adult  
22 education. In addition, where an eligible entity determines  
23 appropriate, a portion of the grant funds may be used to  
24 ensure the safety of employees hired under the grant and  
25 provide necessary job training.

1 (i) FEDERAL SHARE.—Funds awarded under this  
2 section shall supplement, not supplant, funds of the eligi-  
3 ble entity that are used for such purposes.

4 (j) APPLICATION.—Eligible entities seeking a grant  
5 under this section shall submit an application to the Sec-  
6 retary at such time, in such form, and containing such  
7 information and assurances as the Secretary may require.

8 (k) REQUIRED DEADLINE FOR HIRING.—An eligible  
9 entity receiving a grant under this section shall—

10 (1) determine the number of individuals that  
11 may be hired for a 3-year period using both grant  
12 funds and local funds available for such purpose;  
13 and

14 (2) hire such individuals within 60 days after  
15 receiving a grant.

16 (l) REGULATIONS.—The Secretary of Labor may pro-  
17 mulgate regulations necessary to implement the grant pro-  
18 gram authorized by this Act, including any necessary reg-  
19 ulations necessary to apply wage and labor protections to  
20 individuals employed under a grant.

21 (m) AUTHORIZATION OF APPROPRIATIONS.—There is  
22 authorized to be appropriated to the Secretary of Labor  
23 such sums as may be necessary to carry out this section.

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