

H.R. 313

The Wounded Warriors Federal Leave Act of 2015

- H.R. 313 allows newly hired veterans access to sick leave for medical treatment related to their service-connected disability.
- Under current law, full-time federal employees accrue four hours of sick leave every two weeks, totaling 13 days of sick leave per year.
- Since federal employees begin with a zero sick leave balance, disabled veterans beginning civilian jobs often have insufficient sick leave to attend medical appointments required for treatment of their service-connected disabilities. As a result, they must often take unpaid leave to care for their injuries.
- Under H.R. 313, first-year federal employees with a disability rating of 30 percent or greater would have up to 13 days of sick leave for purposes of undergoing medical treatment related to their disability.
- Veterans making use of such leave would be required to submit certification to their employing agency, as prescribed by the Office of Personnel Management.
- H.R. 313 is supported by a number of veteran and employee organizations, including the American Legion, Veterans of Foreign Wars, and Federal Managers Association.