

Federal Legislation Quick Guide

December 19, 2007

Pending Legislation—Human Resources and Employment Law

Note: The following chart summarizes federal legislation that is currently under active consideration by Congress or has recently been enacted into law. In most cases, other bills have also been introduced on the same issue, but are not being actively considered by Congress at this time. For more information on the summarized bills, or to find other bills on the same issue, go to the Library of Congress Web site at <http://thomas.loc.gov>.

Genetic Nondiscrimination

Current Legislation	Genetic Information Nondiscrimination Act of 2007 (H.R. 493/S. 358).
Status	<ul style="list-style-type: none"> • The House passed H.R. 493 by a vote of 420 to 3 on April 25, 2007. • The Senate Health, Education, Labor and Pensions (HELP) Committee approved S. 358 by a vote of 19 to 2 on January 31, 2007.
Outlook	<p>There continue to be “holds” on the bill in the Senate that are preventing the bill from moving to a vote. The bill will be held over to 2008.</p> <p>The Bush Administration supports H.R. 493.</p>
Details	H.R. 493/S. 358 would bar employers from requesting, requiring, or purchasing genetic information to make job placement or promotion decisions. Remedies for violations would be similar to the remedies available under Title VII of the Civil Rights Act of 1964.
Effective Date	H.R. 493/S. 358 would take effect 18 months after the date of enactment.

WARN Act

Current Legislation	Trade and Globalization Assistance Act of 2007 (H.R. 3920).
Status	The House approved H.R. 3920 on October 31, 2007 by a vote of 264-157.
Outlook	The WARN Act provisions could be dropped in a conference committee, but the broader TAA bill has been held over to 2008. As it currently stands, President Bush would veto H.R. 3920.
Details	H.R. 3920 would expand the coverage of the WARN Act provisions to employers with 100 or more employees (irrespective of part-time status), and expand the definition of a “plant closing” to include any closing of a single site or one or more facilities or operating unit within a single site that results in employment loss during any 30-day period for 50 or more employees. The term “mass layoff” would be modified to include a loss of employment at a single site for 50 or more employees. The bill would lengthen the required notification period to 90 days (from 60 days under current law). It would also require that the notice be provided to employees (regardless of bargaining unit representation) and to the Department of Labor (DOL), which is required to use it to notify members of Congress with affected constituents. Employers would also have to provide employees with information about benefits and services available under the WARN Act. Civil penalties on employers that fail to provide employees with appropriate notices would be increased to two times back pay, and failure to post appropriate notices would be subject to a maximum \$500 penalty for each offense. Notice requirements would be waived if a plant closing is due directly or indirectly to a terrorist attack on the U.S.
Effective Date	H.R. 3920 would become effective January 1, 2008.

Trade Adjustment Assistance (TAA)

Current Legislation	<ul style="list-style-type: none"> • Trade and Globalization Adjustment Assistance Act of 2007 (S. 1848). • Trade and Globalization Assistance Act of 2007 (H.R. 3920). • To extend the trade adjustment assistance program under the Trade Act of 1974 for three months (through March 31, 2008) (H.R. 4341).
Status	<ul style="list-style-type: none"> • S. 1848 was introduced by Sens. Baucus (D-MT) and Snowe (R-ME) on July 23, 2007 and is awaiting action in the Senate Finance Committee. • The House approved H.R. 3920 on October 31, 2007 by a vote of 264-157. • H.R. 4341 passed the House on December 11 by voice vote. The Senate will act on the bill by December 21.
Outlook	Broader TAA legislation will be held over to 2008. The White House issued a Statement of Administration Policy stating that while the president generally supports a reauthorization of TAA, he would veto H.R. 3920. H.R. 4341 now moves to the Senate and will be enacted this year.

Trade Adjustment Assistance (TAA) (continued)

<p>Details</p>	<p>S. 1848 would reauthorize all TAA programs through September 30, 2012. The bill would extend TAA benefits to service workers who are affected by international trade, and would streamline the application process by allowing the DOL to certify entire industries for the TAA program. The legislation would increase the refundable, advanceable health care tax credit (HCTC) from 65% to 85% of monthly health insurance premiums. The bill would allow TAA recipients who are not enrolled in training programs would be eligible for the HCTC, and would amend the creditable coverage calculation period to exclude the time between the loss of coverage and the time when the individual receives notice of eligibility for the HCTC. In addition, spouses and dependents would continue to be eligible for the HCTC if the worker becomes eligible for Medicare, in the case of divorce, or death of the worker. The bill would require COBRA coverage continue during the time that the worker is TAA-eligible. In addition, VEBAs would be added to the list of qualifying coverage for the HCTC.</p> <p>H.R. 3920 would reauthorize all TAA programs through September 30, 2012. The bill would streamline the application process by allowing the DOL to certify entire industries for the TAA program. The bill would extend TAA benefits to service workers, to all secondary workers, and provide for automatic certification for workers covered by an International Trade Commission injury determination. The bill would increase the limit on wages in eligible reemployment from \$50,000 a year to \$60,000 a year and the maximum wage insurance benefit (over two years) from up to \$10,000 to up to \$12,000 (to account for inflation). The bill would also extend the 0.2% FUTA surtax through calendar year 2012. This tax would be applied to employers on the first \$7,000 in wages for each employee, equaling a maximum of \$14 per worker, per year. H.R. 3920 would increase the refundable, advanceable HCTC for qualified insurance premiums from 65% to 85% and allow the end-of-year credit to be applied to premiums for qualified insurance that are paid prior to a TAA-eligibility determination (provided the person is ultimately determined eligible for assistance) or December 31, 2007, whichever is later. The bill would allow workers not enrolled in a training program and who are receiving unemployment insurance to be eligible for the HCTC, and would amend the creditable coverage calculation period to exclude the time between the loss of coverage and the time when the individual receives notice of eligibility for the HCTC. The bill would allow spouses and dependents to continue to receive the HCTC when the worker becomes eligible for Medicare, dies, or is divorced. Finally, the GAO would be required to conduct a study on the HCTC to help Congress develop an alternative health benefit for trade-displaced workers.</p> <p>H.R. 4341 would temporarily extend the trade adjustment assistance program, which is set to expire on December 31, until March 31, 2008.</p>
<p>Effective Date</p>	<p>S. 1848 would become effective 90 days after the date of enactment. The HCTC would apply to taxable years after December 31, 2007.</p> <p>H.R. 3920 would become effective January 1, 2008, and the HCTC would sunset after December 31, 2009.</p> <p>H.R. 4341 would become effective January 1, 2008.</p>

VISA Programs

Current Legislation	H-1B and L-1 Fraud and Abuse Prevention Act of 2007 (S. 1035).
Status	Sens. Durbin (D-IL) and Grassley (R-IA) introduced S. 1035 on March 29, 2007.
Outlook	H-1B visa reform will be held over to 2008.
Details	S. 1035 would require all employers seeking to hire a H-1B visa holder to pledge good-faith compliance to hire Americans first and that such visa holder would not displace an American worker. Prior to submitting a H-1B application, an employer would be required to advertise the job opening for 30 days on a Department of Labor (DOL) website. Employers would be prohibited from hiring H-1B employees who are then outsourced to other companies. The bill would also prohibit companies from hiring H-1B employees if they employ more than 50 people and more than 50% of their employees are H-1B visa holders. Under the legislation, DOL would have the authority to conduct random audits of any company that uses the H-1B visa program. The DOL would also conduct annual audits of companies with more than 100 employees that have 15% or more of those employees on H-1B visas. Over a 14-day period, the DOL could review employers' H-1B applications for clear indicators of fraud or misrepresentation of material fact. The DOL could initiate its own investigations without the Secretary of Labor granting authorization. The bill would require DHS to share with DOL any information in H-1B applications indicating that an employer is not in compliance with the program. Under the legislation, H-1B and L-1 employers would be required to pay prevailing wages to H-1B and L-1 employees.
Effective Date	S. 1035 would apply to all H1-B applications filed on or after the date of enactment.

Employee Health Benefits and Defense Contractors

Current Legislation	<ul style="list-style-type: none"> • Department of Defense Appropriations Act for FY2008 (P.L. 110-116). • National Defense Authorization Act for FY 2008 (H.R. 1585).
Status	<ul style="list-style-type: none"> • P.L. 110-116 became law on November 13, 2007. • The House agreed to the conference report to H.R. 1585 on December 12, 2007 by a vote of 370 to 49; the Senate agreed to the conference report on December 14 by a vote of 90 to 3. The bill is now headed to President Bush for his signature.
Outlook	H.R. 1585 will be enacted this year.
Details	P.L. 110-116 includes a “competitive sourcing” provision that requires federal defense contractors to offer health insurance benefits to their employees or contribute an amount toward health insurance that is at least equal to the amount that the Department of Defense provides to its civilian workers.

Employee Health Benefits and Defense Contractors (continued)

Details (continued)	H.R. 1585 limits the competitive sourcing provision of P.L. 110-116 to exclude health care and retirement costs from the public-private cost comparison competition selection process under OMB Circular A-76, eliminate the automatic rebidding of work won by federal employees, and require the DOD to issue guidance on allowing federal employees to bid on new work or work currently performed by contractors.
Effective Date	P.L. 110-116 is effective for FY2008, which began October 1, 2007. H.R. 1585 will become effective for FY2008.

Independent Contractors

Current Legislation	Independent Contractor Proper Classification Act of 2007 (S. 2044).
Status	Sen. Obama (D-IL) introduced S. 2044 on September 12, 2007.
Outlook	S. 2044 will be held over to 2008.
Details	S. 2044 would amend Section 530 of the Revenue Act of 1978, which currently allows employers to classify certain workers as “independent contractors” instead of “employees.” The bill would allow employers to prospectively reclassify a worker as an employee if Treasury determines a misclassification has been made, and would allow the IRS to issue regulations and revenue rulings on employee/independent contractor status. The bill would also eliminate industry practice as a safe harbor. Within 90 days after the date of enactment, Treasury must issue rules and a worker can petition for a review of classification status. If a worker is determined to have been misclassified, the Treasury Department could conduct an audit, if necessary, inform the Department of Labor, rebate self-employment taxes, and direct the employer to abate the violation. At the time of hire as an independent contractor, employers must provide workers of Federal tax obligations, the labor and employment rules that do not apply, and the right to seek a status determination. Employers would be required to retain information on independent contractors for three years.
Effective Date	S. 2044 would be generally effective on the date of enactment.

Organized Labor and Card-Check Process

Current Legislation	Employee Free Choice Act (H.R. 800/S. 1041).
Status	The House approved H.R. 800 by a vote of 241-185 on March 1, 2007. A motion in the Senate to consider S. 1041 on the floor failed by a vote of 51 to 48 on June 26, 2007.
Outlook	The President strongly opposes H.R. 800/S. 1041 and has threatened to veto the bill. Despite the Senate’s failure to invoke a cloture motion, Senate supporters vowed to keep fighting for passage of the legislation, but will not see further action until at least 2008.

Organized Labor and Card-Check Process (continued)

Details	H.R. 800/S. 1041 would allow labor unions to organize workers through a union authorization card-check process and bypass the formal secret ballot election process under the current National Labor Relations Board (NLRB) procedures. H.R. 800 would require employers to recognize a union if a majority of its workers signed union authorization cards. Employers would no longer be able to request a secret ballot election. Instead, the NLRB would develop guidelines and procedures, including model authorization language, for establishing the authenticity of signed authorization cards. The legislation would allow for mediation and arbitration if parties fail to reach an initial collective bargaining agreement within 90 days. The bill would also give the NLRB authority to require employers to pay triple back pay to employees and impose civil penalties of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights to attempt to organize or to obtain an initial collective bargaining agreement.
Effective Date	H.R. 800/S. 1041 would become effective upon enactment.

Fair Pay Discrimination

Current Legislation	<ul style="list-style-type: none"> • Lilly Ledbetter Fair Pay Act of 2007 (H.R. 2831). • The Fair Pay Restoration Act (S. 1843).
Status	<ul style="list-style-type: none"> • The House approved H.R. 2831 by a vote of 225 to 199 on July 31, 2007. • Sen. Kennedy (D-MA) introduced S. 1843 on July 20, 2007.
Outlook	S. 1843 bypassed the committee process and was placed directly on the Senate calendar, so it could come up at any time on any vehicle but not until 2008. While the President would support some changes to remedy what happened in the <i>Ledbetter</i> case, he would likely veto the legislation as currently drafted because it is so broad.
Details	H.R. 2831/S. 1843 would overturn the recent Supreme Court decision in <i>Ledbetter v. Goodyear Tire & Rubber Co.</i> , which held that the limitations period for filing a claim begins when the discriminatory act occurs and is communicated to the individual and does not re-start with each paycheck (the "paycheck rule"). The bill would amend Title VII of the 1964 Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Rehabilitation Act.
Effective Date	H.R. 2831/S. 1843 would be effective May 28, 2007 and apply to all pay discrimination claims pending on or after that date.

Social Security Number Privacy

Current Legislation	<ul style="list-style-type: none"> • Social Security Number Misuse Prevention Act (S. 238). • Social Security Number Protection Act of 2007 (H.R. 948). • Social Security Number Privacy and Identity Theft Prevention Act of 2007 (H.R. 3046).
Status	<ul style="list-style-type: none"> • S. 238 was introduced by Sens. Feinstein (D-CA) and Gregg (R-NH) on January 10, 2007. • H.R. 948 was introduced by Rep. Markey (D-MA) on February 8, 2007. • The House Ways and Means Committee unanimously approved H.R. 3046 on July 18, 2007.
Outlook	This issue will be held over to 2008.
Details	<p>S. 238 would prohibit the public display, sale, or purchase of Social Security numbers (SSNs). The bill contains no specific provisions making an exception for the submission of a SSN as part of the administration of, or provision of benefits, under, an employee benefit plan.</p> <p>H.R. 948 would establish criminal penalties for the sale or purchase of SSNs, except in certain limited circumstances. The bill does not provide any exception for the use of SSNs for employee benefit purposes.</p> <p>H.R. 3046 would prohibit the sale, purchase or public display of SSNs. The bill does provide an exception for the submission of a SSN as part of the administration of, or provision of benefits under, an employee benefit plan.</p>
Effective Date	<p>S. 238 would become effective 30 days after final regulations are issued.</p> <p>H.R. 948 would become effective 30 days after final regulations are issued.</p> <p>H.R. 3046 would become effective one year after the final regulations are issued.</p>

Expanded Leave

Current Legislation	<ul style="list-style-type: none"> • Children's Health Insurance Program Reauthorization Act of 2007 (H.R. 3963). • Healthy Families Act (S. 910 /H.R. 1542). • National Defense Authorization Act for FY 2008 (H.R. 1585).
Status	<ul style="list-style-type: none"> • President Bush vetoed H.R. 3963 on December 12, 2007. • On June 21, 2007 the House Education and Labor Subcommittee on Workforce Protections held its first installment of a series of hearings addressing a flexible working environment, during which H.R. 1542 was discussed along with other legislation. • The House agreed to the conference report to H.R. 1585 on December 12, 2007 by a vote of 370 to 49; the Senate agreed to the conference report on December 14 by a vote of 90 to 3. The bill is now headed to President Bush for his signature.

Expanded Leave (continued)

Outlook	<p>Paid sick leave will face opposition from Republicans and an almost certain veto from President Bush, but the issue will be held over to 2008.</p> <p>H.R. 1585 will be enacted this year.</p>
Details	<p>S. 910/H.R. 1542 would require employers with 15 or more employees to offer seven days of paid sick leave annually to employees who work more than 30 hours per week. The bill would also provide employees who work between 20 and 30 hours weekly or between 1,000 and 1,500 hours annually to receive prorated paid sick leave. Employers would be allowed to request certification from employees who request more than three consecutive paid sick days. Under the legislation, paid sick leave could be used to recover from physical or mental illnesses, medical appointments, or to care for sick family members.</p> <p>H.R. 1585 would amend the FMLA to allow family members or primary caregivers to take up to 26 weeks of unpaid leave to care for an injured service member.</p>
Effective Date	<p>S. 910/H.R. 1542 would take effect one year after final regulations are issued.</p> <p>H.R. 1585 will become effective on enactment.</p>

Workplace Flexibility

Current Legislation	Working Families Flexibility Act (S. 2419/H.R. 4301).
Status	S. 2419 was introduced by Sen. Kennedy (D-MA) and H.R. 4301 was introduced by Rep. Maloney (D-NY) on December 6, 2007.
Outlook	This issue will be held over to 2008.
Details	<p>S. 2419/H.R. 4301 would permit employees to apply to the employee's employer for a change in the employee's terms or conditions of employment if the change relates to (a) the number of hours the employee is required to work; (b) the times when the employee is required to work; or (c) where the employee is required to work. In addition to providing the details of the request, the application must also include the employee's assessment of the effect on the employer that the requested change would have. Employers would be required to meet with requesting employees within three to 14 days after the application submission, and must provide a written decision to the requesting employee within 14 days of the meeting. The bill would apply to employers with 15 or more employees.</p>
Effective Date	S. 2419/H.R. 4301 would take effect six months after enactment.

Military Service and Differential Pay/Tax Relief

Current Legislation	<ul style="list-style-type: none"> • Help Our Patriotic Employers at Helping Our Military Employees (HOPE at HOME) Act (S. 384). • Defenders of Freedom Tax Relief Act (S. 1593). • Tax Technical Corrections Act of 2007 (H.R. 3997).
Status	<ul style="list-style-type: none"> • S. 384 was introduced by Sen. Landrieu (D-LA) on January 24, 2007. • S. 1593 was introduced by Sens. Baucus (D-MT) and Grassley (R-IA) on June 12, 2007. • The House unanimously passed H.R. 3997 on November 6, 2007. The Senate passed the bill by unanimous consent with an amendment, on December 12. The House further amended the bill in H. Res. 884 on December 18 that passed unanimously. H.R. 3997 now returns to the Senate.
Outlook	<p>H.R. 3997 will likely be enacted this year. The other bills will be held over to 2008.</p>
Details	<p>S. 384 would create an employer tax credit of up to half the salary that an active reservist or guard member would have earned had he or she remained a civilian. Any differential wage payments to active duty military would be reported as “wages” on W-2 forms.</p> <p>S. 1593 would allow the differential military pay for active duty guardsman and reservists to be treated as wages and would be reported on the Form W-2 and subject to withholding. The legislation would make it easier for employers to contribute to their employee’s retirement plans while on active duty. The bill would also make permanent a provision that allows reservists called to active duty for at least 179 days to take penalty-free early withdrawals from retirement plans. The reservists would have two years from the last day of the active duty period to contribute distributions to an IRA.</p> <p>H.R. 3997 would modify USERRA (Uniformed Services Employment and Reemployment Rights Act) to allow the day prior to date of death to be treated as the date the employee returned to work for purposed payment of benefits under a qualified plan. Employers could make certain contributions to a qualified plan on behalf of an employee who was killed or disabled in combat. The bill would also allow differential wages paid by an employer to an employee who is called to active military duty to be included in the calculation of wages for retirement plan purposes. The bill would make permanent an expiring tax code provision permitting active duty reservists to make penalty-free withdrawals from retirement plans, and would allow recipients of military death benefit gratuities to make a tax-free roll over to a Roth IRA or an Education Savings Account. As amended by H. Res. 884, the House added benefits for volunteer firefighters and emergency medical technicians back to the legislation. The bill also would allow volunteer firefighters and emergency medical personnel to exclude any benefits they receive from state or local governments from their taxable income. The exclusion would sunset after 2015.</p>

Military Service and Differential Pay/Tax Relief (continued)

Effective Date	<p>Under S. 384, the employer tax credit would apply to taxable years beginning after the date of enactment. The differential wage would apply to plan years beginning after December 31, 2006.</p> <p>S. 1593 would generally apply to years beginning after December 31, 2007.</p> <p>H.R. 3997 would apply to remuneration paid after December 31, 2007.</p>
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Sexual Orientation/Gender Identity Discrimination

Current Legislation	Employment Non-Discrimination Act (ENDA) of 2007 (H.R. 3685).
Status	The House passed H.R. 3685 by a vote of 235 to 184 on November 7, 2007.
Outlook	This bill will be held over to 2008. President Bush has stated that he would veto H.R. 3685.
Details	H.R. 3685 would prohibit employers, labor organizations, and other groups from discriminating against employees based on actual or perceived sexual orientation and would prohibit retaliation against these employees. The bill also specifically states that covered employers are not required to treat an unmarried couple in the same manner as a married couple for purposes of employee benefits. Further the bill would not apply to organizations that are exempt from the religious discrimination provisions of Title VII of the Civil Rights Act of 1964. In addition, the bill clarifies that it does not alter the federal Defense of Marriage Act (DOMA) and that the term “married” has the meaning given such term in DOMA.
Effective Date	H.R. 3685 would become effective six months after the date of enactment and would not apply to conduct occurring before the effective date.

Americans with Disabilities Act (ADA) Definition of Disability

Current Legislation	ADA Restoration Act of 2007 (H.R. 3195/S. 1881).
Status	<p>The House Judiciary Subcommittee on the Constitution, Civil Rights, and Civil Liberties held a hearing on H.R. 3195 on October 4, 2007.</p> <p>S. 1881 was introduced by Sens. Harkin (D-IA) and Specter (R-PA) on July 26, 2007. The Senate Health, Education, Labor and Pensions Committee held a hearing on the bill on November 15.</p>
Outlook	This bill will be held over to 2008. Business groups strongly oppose the legislation as an expansion of the ADA, not a restoration of its original intent, and would likely be vetoed by President Bush.

Americans with Disabilities Act (ADA) Definition of Disability (continued)

Details	H.R. 3195/S. 1881 would amend the definition of “disability” under the Americans with Disabilities Act (ADA) in response to U.S. Supreme Court rulings that narrowly interpreted the definition. The bill would define “disability” to include a physical or mental impairment. For purposes of determining impairment, mitigating measures, such as treatment, medication, device or other measure used to eliminate, mitigate, or compensate for the effect of an impairment would be disregarded. Any adverse action taken against an individual due the use of mitigating measures would constitute discrimination under the ADA.
Effective Date	H.R. 3195/S. 1881 would become effective on date of enactment.

National Labor Relations Act (NLRA)

Current Legislation	Re-Empowerment of Skilled and Professional Employees and Construction Tradesworkers (RESPECT) Act (H.R. 1644/S. 969).
Status	The House Committee on Education and Labor approved H.R. 1644 on September 19, 2007 by a vote of 26-20.
Outlook	The Bush Administration and Republicans in Congress oppose changing the definition of supervisor for collective bargaining purposes. This bill will be held over to 2008.
Details	H.R. 1644 would change the definition of “supervisor” under the National Labor Relations Act (NLRA) by requiring the individual classified as a “supervisor” to have authority over employees for a majority of the individual’s work time and to remove authority to assign other employees and to responsibly direct employees as conditions for being considered a “supervisor.” The revision would permit and protect the rights of certain employees currently classified as “supervisors” to collectively bargain under the provisions of the NLRA.
Effective Date	H.R. 1644 would be effective on the date of enactment.

Employer-Provided Tuition Assistance

Current Legislation	Employee Educational Assistance Act (H.R. 3418).
Status	H.R. 3418 was introduced by Reps. Levin (D-MI) and English (R-PA) on August 3, 2007.
Outlook	This legislation will be held over to 2008.
Details	H.R. 3418 would make permanent the \$5,250 annual tax-excludable educational assistance benefit under Code section 127, which is set to expire December 31, 2010. The educational assistance benefits would cover the costs for tuition, books and other qualified expenses.
Effective Date	H.R. 3418 would apply to taxable years beginning after December 31, 2007.

Employer-Provided Housing Assistance Tax Credit

Current Legislation	Housing America's Workforce Act (H.R. 1850/S. 1078).
Status	H.R. 1850 was introduced by Rep. Velazquez (D-NY) on March 29, 2007 and S. 1078 was introduced by Sen. Clinton (D-NY) on April 10, 2007.
Outlook	This bill will be held over to 2008.
Details	H.R. 1850/S. 1078 would allow employers to receive a tax credit for providing housing assistance to employees. The tax credit would be equal to 50% of the qualified housing expenses paid by the employer during a taxable year. Such qualified housing expenses would include homeownership assistance and rental assistance. Employers receiving the tax credit would also be subject to a per employee limitation that is: (1) the lesser of \$10,000 or 6% of the purchase of the employee's principal residence for homeownership assistance and (2) \$2,000 for rental assistance. Employees would exclude from their gross income for amounts paid or incurred by the employer for qualified housing expenses but such exclusion would be subject to the tax credit per employee limitation.
Effective Date	Under H.R. 1850/S. 1078, the employer tax credit and employee gross income exclusion would apply to taxable years beginning after December 31, 2008.

Transportation Fringe Benefits

Current Legislation	Commuter Benefits Equity Act of 2007 (H.R. 1475/S. 712).
Status	H.R. 1475 was introduced by Rep. McGovern (D-MA) on March 12, 2007 and S. 712 was introduced by Sen. Schumer (D-NY) on February 28, 2007.
Outlook	This bill will be held over to 2008.
Details	H.R. 1475/S. 712 would allow employees to set aside \$200 per month on a pre-tax basis for transportation fringe benefits including parking expenses and public transportation such as commuter rail and vanpools.
Effective Date	H.R. 1475/S. 712 would apply to taxable years beginning after December 31, 2006.