AMENDMENT TO H.R. 4350, AS REPORTED
OFFERED BY MS. BROWNLEY OF CALIFORNIA

At the end of subtitle H of title V, add the following new section:

SEC. 5. REDUCTION OF GENDER-RELATED INEQUITIES IN COSTS OF UNIFORMS TO MEMBERS OF THE ARMED FORCES.

(a) IMPLEMENTATION OF GAO RECOMMENDATIONS.—Not later than September 30, 2022, the Secretary of Defense shall implement the four recommendations of the Government Accountability Office in the report titled “Military Service Uniforms DOD Could Better Identify and Address Out-of-Pocket Cost Inequities” (GAO–21–120).

(b) REGULATIONS.—Not later than September 30, 2022, each Secretary concerned (as that term is defined in section 101 of title 10, United States Code) shall prescribe regulations that ensure the following:

(1) The out-of-pocket cost to an officer or enlisted member of an Armed Force for a uniform (or part of such uniform) may not exceed such cost to another officer or enlisted member of that Armed
Force for such uniform (or part, or equivalent part, of such uniform) solely based on gender.

(2) If a change to a uniform of an Armed Force affects only officers or enlisted members of one gender, an officer or enlisted member of such gender in such Armed Force shall be entitled to an allowance equal to the out-of-pocket cost to the officer or enlisted member relating to such change.

(e) ONE-TIME ALLOWANCE.—Not later than September 30, 2022, each Secretary concerned may provide a one-time allowance to each female officer and female enlisted member under the jurisdiction of the Secretary concerned. The amount of such an allowance shall be—

(1) based on gender disparities in out-of-pocket costs relating to uniforms (including the costs of changes to uniforms that affected only one gender) during the 10 years preceding the date of the enactment of this Act; and

(2) proportional to the length of service of the officer or enlisted member in the Armed Forces.

(d) APPLICATION.—The allowances described in subsections (b)(2) and (e) may not apply to an individual who has separated or retired, or been discharged or dismissed, from the Armed Forces.