

**Military Spouse Employment Tax Credit
(3: Family Support)
Resolution No. 24-03**

WHEREAS, Reserve Component servicemembers and their families must complete military-mandated moves and some companies are hesitant to hire and train military spouses (New York Post, Nov 7, 2018), putting them at a disadvantage with their civilian counterparts; and

WHEREAS, the 2021 Military One Source spouse survey shows that PCS moves, especially within a 12 month period, increase the odds of military spouse unemployment significantly; and

WHEREAS, the 2021 Military One Source spouse survey shows that there has been no significant change in the unemployment rate (now 21 percent) for civilian military spouses dating back to 2015; and

WHEREAS, the 2017 Military One Source spouse survey shows a higher unemployment rate for Reserve and National Guard U.S. Army E1-E4s, minority and servicemembers with no college/some college; and

WHEREAS, the 2017 Military One Source spouse survey shows during a deployment 54 percent of the Reserve and Guard spouses had to take time off from work and 33 percent had to reduce the number of hours worked which can lead negatively affect employment; and

WHEREAS, the 2017 Military One Source spouse survey shows 59 percent of spouses reported large to moderate/small stress due to “My job or education demands”; and

WHEREAS, military spouses do not have employment or reemployment protections under the Uniformed Services Employment and Reemployment Rights Act; and

WHEREAS, The Work Opportunity Tax Credit (WOTC) is a federal tax credit benefiting employers who hire individuals from certain groups that face significant barriers to securing employment; and

WHEREAS, the WOTC would be offset by gains realized with additional employment wages when federal income tax is levied on spouse salaries,

NOW THEREFORE BE IT RESOLVED, that the Reserve Officers Association, d.b.a. Reserve Organization of America, urges Congress to create a target group for military spouses under the Work Opportunity Tax Credit, Title 26 § 51(d)(1), which would drive down the unemployment rate while incentivizing businesses with a much-needed tax benefit to help stabilize our economy and get Americans back to work; and

BE IT FURTHER RESOLVED that the legislation stipulate that the target group for military spouses includes spouses for the reserve components of the uniformed services.

Renewed by the National Convention, 6 Oct 2024
Adopted by the National Convention, 14 Mar 2021
Submitted: Family Readiness Committee, 9 Sep 2020