

REVENUE: No revenue impact  
FISCAL: Fiscal statement issued

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Action: Do Pass  
Vote: 10 - 0 - 0  
Yeas: Barton, Cameron, Edwards C., Esquivel, Holvey, Kennemer, Matthews, Thatcher, Witt, Schaufler  
Nays: 0  
Exc.: 0  
Prepared By: Kevin T. Christiansen, Administrator  
Meeting Dates: Subcommittee: 3/26, Full: 4/10

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**WHAT THE MEASURE DOES:** Provides that it is an unlawful employment practice for an employer to discriminate against a person because the person serves in a uniformed service. Provides that discrimination takes place if one of the following occurs: a public employer denies a public employee the status or rights provided in ORS chapter 408 related to advantages given to veterans in public employment; denying a person initial employment, reemployment following leave taken for service in a uniformed service, retention in employment, promotion, or any other term or condition of employment because the person applies, performs or has performed in a uniformed service; or discharging, expelling, disciplining, or threatening a person for exercising or attempting to exercise rights to participate in a uniformed service. States that an employer does not commit an unlawful employment practice if the employer acted, based on a bona fide occupational requirement reasonably necessary to the normal operation of the employer's business, and the employer's actions could not be avoided by making a reasonable accommodation of the person's service in a uniformed service. Provides that the measure applies to conduct occurring on or after the effective date of the bill.

**ISSUES DISCUSSED:**

- Protecting jobs of veterans returning from military service
- Challenges related to veterans returning from combat and seeking employment
- Federal legislation to protect the jobs of veterans
- Problems with public employers involving returning veterans

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** The current system for protecting the employment rights of citizen soldiers is managed largely by the federal government. The federal Uniformed Services Employment and Reemployment Rights Act of 1994 provide service men and women protection when they are required to meet their service obligations. Oregon, however, does not currently have statutory authority prohibiting employment discrimination as to veterans and service members.

HB 3256 establishes an unlawful employment practice of discriminating against a service member if an employer discriminates against a service member for fulfilling their service obligation.