

REVENUE: No revenue impact

FISCAL: No fiscal impact

Action: Do Pass
Vote: 4 - 0 - 0
Yeas: Monnes Anderson, Olsen, President Courtney, Boquist
Nays: 0
Exc.: 0
Prepared By: Lori Brocker, Administrator
Meeting Dates: 3/23, 3/30

WHAT THE MEASURE DOES: Expands definition of “uniformed service” to match federal definition for purpose of employment protection. Includes initial active duty for training as type of military leave for which public employee may take leave of absence. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Provisions of measure
- Difference between state and federal definitions of “uniformed service”
- Employer education about employment of veterans

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: The 2009 Legislative Assembly passed House Bill 3256, which gave service members the option to pursue a state court remedy for employment discrimination instead of solely relying on the federal remedy provided by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

House Bill 2241 clarifies and broadens the definition of “uniformed service” in the employment context to include service members covered by USERRA, thus aligning the state definition with the federal definition. House Bill 2241 also allows public employees to take a leave of absence for initial active duty for training when serving in the National Guard, National Guard Reserve, or reserve component of the U.S. Armed Forces or U.S. Public Health Service.