

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass with Amendments to the A-Engrossed Measure. (Printed B-Engrossed)

Vote: 3 - 0 - 1

Yeas: Monnes Anderson, Olsen, President Courtney

Nays: 0

Exc.: Boquist

Prepared By: Lori Brocker, Administrator

Meeting Dates: 5/11, 5/18, 5/25, 6/1

WHAT THE MEASURE DOES: Requires public employer to interview veteran if interview is part of selection process and employer determines veteran meets minimum and special qualifications for position and if employer determines veteran has transferable skill. Defines “transferable skill.” Clarifies application requirements. Allows public employer to consult with Oregon Military Development and Oregon Department of Veterans’ Affairs to determine if military education or experience qualifies as transferable skill. Defines “eligibility list.” Exempts public employer from requirements if employer only conducts interviews of candidates chosen from eligibility list. Directs Oregon Department of Veterans’ Affairs to provide training to veterans in application completion. Creates statutory employment discrimination claim for violation of certain provisions.

ISSUES DISCUSSED:

- Examples of transferable skills
- Variance in hiring practices among public employers
- Impact of measure on public employers using eligibility lists
- Ways for veteran to indicate transferable skills to potential employer
- Amendments
- Value of training veterans receive during military service

EFFECT OF COMMITTEE AMENDMENT: Defines “eligibility list.” Requires public employer to interview veteran if interview is part of selection process and employer determines veteran meets minimum and special qualifications for position. Clarifies application requirements. Exempts public employer from requirements if employer only conducts interviews of candidates chosen from eligibility list. Directs Oregon Department of Veterans’ Affairs to provide training to veterans in application completion. Creates statutory employment discrimination claim for violation of certain provisions.

BACKGROUND: Governor Kulongoski established the Task Force on Veterans’ Services (Task Force) through Executive Order 08-08. The Task Force was asked to review existing policies and procedures, obtain input regarding veterans’ services in town hall meetings, and provide recommendations for needed services. One issue considered by the Task Force was persistent veteran unemployment. The Task Force reported that of the 3,500 Oregon National Guard troops returning from deployment in 2010, an estimated 43 percent would remain unemployed for an extended period. The Task Force noted that, while obtaining an interview does not guarantee a veteran will be hired, interviewing for a position may increase a veteran’s opportunity for eventual employment.

House Bill 3207B expands the opportunity for an employment interview for a veteran with minimum qualifications and transferable skills seeking a civil service position.

6/7/2011 9:17:00 AM

This summary has not been adopted or officially endorsed by action of the committee.