

# House Bill 4024

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of House Interim Committee on Veterans' Services and Emergency Preparedness)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Authorizes Bureau of Labor and Industries to adopt rules to implement provisions of statute requiring public employer to interview each veteran who applies for civil service position or eligibility list, if veteran has skills from military education or experience that substantially relate to civil service position.

## A BILL FOR AN ACT

1  
2 Relating to veterans who apply for civil service positions; amending ORS 408.237.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1.** ORS 408.237 is amended to read:

5 408.237. (1) As used in this section:

6 (a) "Eligibility list" means a list of ranked eligible candidates for a civil service position who  
7 have become eligible for the position through a test or series of tests and who will be considered  
8 for the civil service position in ranked order.

9 (b) "Transferable skill" means a skill that a veteran has obtained through military education or  
10 experience that substantially relates, directly or indirectly, to the civil service position for which  
11 the veteran is applying.

12 (2) When an interview is a component of the selection process for a civil service position or for  
13 an eligibility list for a civil service position, a public employer shall interview each veteran:

14 (a) Whom the public employer determines meets the minimum qualifications and special quali-  
15 fications for the civil service position or eligibility list; and

16 (b) Who submits application materials that the public employer determines show sufficient evi-  
17 dence that the veteran has the transferable skills required and requested by the public employer for  
18 the civil service position or eligibility list.

19 (3) A public employer is not required to comply with subsection (2) of this section if the em-  
20 ployer conducts interviews only as part of the process of selecting a candidate for a civil service  
21 position from an eligibility list.

22 (4) A public employer may consult with the Oregon Military Department and the Department  
23 of Veterans' Affairs to determine whether certain military education or experience produces a  
24 transferable skill.

25 (5) The Department of Veterans' Affairs shall provide training to veterans on how to show evi-  
26 dence of transferable skills in an application for a civil service position or eligibility list.

27 (6) Violation of subsection (2) of this section is an unlawful employment practice under ORS  
28 chapter 659A.

29 (7) A veteran claiming to be aggrieved by a violation of subsection (2) of this section may file  
30 a complaint under ORS 659A.820.

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1           **(8) The Bureau of Labor and Industries, in consultation with the Oregon Department of**  
2           **Administrative Services, may prepare, adopt and promulgate rules to implement the pro-**  
3           **visions of this section.**

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