

PRELIMINARY STAFF MEASURE SUMMARY**CARRIER:**

Senate Committee on Veterans and Emergency Preparedness

REVENUE: No revenue impact**FISCAL:** May have fiscal impact, statement not yet issued**SUBSEQUENT REFERRAL TO:** None**Action:****Vote:****Yeas:****Nays:****Exc.:****Prepared By:** Cheyenne Ross, Administrator**Meeting Dates:** 3/17, 4/21

WHAT THE MEASURE DOES: Establishes process to implement veterans' preference in public employment that emphasizes interviews for veteran applicants. Maintains current civil action for unlawful employment practice. Sets operative date of March 1, 2016. Declares emergency, effective on passage.

ISSUES DISCUSSED:**EFFECT OF COMMITTEE AMENDMENT:**

[-1 amendment] Replaces contents of measure (restores existing veterans' preference and interview statutes). Moves existing definitions of "eligibility list" and "transferable skills" from interview statute (ORS 408.237) into definitions section at ORS 408.225. Cleans up language describing employer discretion. Adds two new definitions, for "requested skills" and "required skills." Changes "special consideration" to "preference" within veterans' preference statute (ORS 408.230). Requires Employment Department provide training to veterans rather than Department of Veterans' Affairs. Makes changes explicitly prospective. Removes emergency clause.

[-2 amendment] Duplicates -1. Requires a minimum of five veterans be interviewed and a maximum of 10 percent, not to exceed 10.

[-3 amendment] Requires a minimum of five veterans be interviewed and a maximum of 10 percent, not to exceed 10.

BACKGROUND: Veterans' preference in public employment is currently governed by ORS 408.225. In 2011, the legislature passed House Bill 3207 (at ORS 408.237) in an attempt to increase the number of interviews veterans might obtain with public employers, in companionship with the state's existing veterans' preference statute. Since its passage, practical implementation of House Bill 3207 proved difficult. A group of interested stakeholders at the state and local level met over the course of about a year to attempt to standardize a process of providing a meaningful veterans' preference that took into account the importance of an initial interview, but that also offered both the applicant and the public employer greater clarity. The result of these efforts is captured in Senate Bill 87, but it does not represent 100% consensus among stakeholders.

Senate Bill 87 repeals existing statutes governing veterans' preference in public employment and interviews for veteran applicants and establishes processes to implement the preference in such a way as to emphasize in-person interviews for veteran applicants.