

**PRELIMINARY STAFF MEASURE SUMMARY**

CARRIER:

House Committee on Veterans and Emergency Preparedness

**REVENUE: No Revenue Impact**

**FISCAL: May have fiscal impact, statement not yet issued**

**Action:**

**Vote:**

**Yeas:**

**Nays:**

**Exc.:**

**Prepared By:** Bryan Guiney, Administrator

**Meeting Dates:** 5/19, 6/2, 6/4

**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:** Proposed – 6 Amendment:

Requires a public employer to request a veteran to provide information and material in regards to transferable skills. Removes the limitation on the number of veterans an employer must interview. When a public employer is required to provide written reason why a veteran was not hired the public employer must also provide a review of the veteran’s transferrable skills. Includes technical changes for internal consistency of the measure.

**BACKGROUND:** Veterans’ preference in public employment is currently governed by ORS 408.225. In 2011, the legislature passed House Bill 3207, codified at ORS 408.237 as a companion to ORS 408.225, in an attempt to increase the number of interviews veterans might obtain with public employers. Since its passage, practical implementation of the interview statute 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 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-A, but the measure does not represent perfect consensus among stakeholders.

Senate Bill 87-A 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: a minimum of five and a maximum of ten percent not to exceed ten.