

PRELIMINARY STAFF MEASURE SUMMARY

House Committee On Veterans and Emergency Preparedness

Fiscal: May have fiscal impact, but no statement yet issued

Revenue: May have revenue impact, but no statement yet issued

Action Date:

Action:

Meeting Dates:

Prepared By: Cheyenne Ross, Committee Administrator

WHAT THE MEASURE DOES:

Placeholder: Relating to preferences for veterans in public employment selection processes.

ISSUES DISCUSSED:

EFFECT OF COMMITTEE AMENDMENT:

No amendment.

BACKGROUND:

Veterans' preference in public employment is 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 due to some ambiguities and vagueness, and because, in that vacuum, the Bureau of Labor and Industries (BOLI) promulgated rules that required public employers to increase the number of times a veteran received preferential treatment from once at a particular stage of the selection process, to repeatedly at every stage of the selection process.

A group of interested stakeholders at the state and local level that included BOLI, public employers, human resources professionals, employment law attorneys and veterans, met over the course of about a year to attempt to standardize a process that would provide veterans with a meaningful preference, taking into account the importance of interviews, and the need for greater clarity for both the applicant and the public employer. The result of those efforts was captured in Senate Bill 87A during the 2015 legislative session, but the measure did not represent perfect agreement among all stakeholders and did not become law.

House Bill 4096 is a placeholder with a relating clause that would accommodate changes to the veteran's preference statutes.