

HB 2886 A STAFF MEASURE SUMMARY**Carrier:** Rep. Evans**House Committee On Business and Labor****Action Date:** 04/08/19**Action:** Do pass with amendments. (Printed A-Eng.)**Vote:** 11-0-0-0**Yeas:** 11 - Barker, Barreto, Boles, Bonham, Boshart Davis, Bynum, Clem, Doherty, Evans, Fahey, Holvey**Fiscal:** Has minimal fiscal impact**Revenue:** No revenue impact**Prepared By:** Jan Nordlund, LPRO Analyst**Meeting Dates:** 3/4, 4/8**WHAT THE MEASURE DOES:**

Modifies law regarding preferences in civil service hiring and promotion for veterans and disabled veterans. Requires veteran to provide evidence of preference eligibility at time of application. Clarifies that preference is to be applied at each stage of application process. Establishes process for scoring and ranking applicants and applying preferences for initial screenings and for examinations. Allows public employer to choose not to appoint the veteran based solely on person's merits or qualifications with respect to the vacant position. Requires employer who exercises such discretion to provide veteran with written reasons for decision not to appoint. Provides private right of action after exhausting nonjudicial remedies with Bureau of Labor and Industries. Expands definitions of veteran and disabled veteran.

ISSUES DISCUSSED:

- History of hiring preferences for veterans
- Preferences are not guarantees to be hired
- Expand definition of veteran to include service in National Guard
- Purpose of providing letter to otherwise qualified veteran not selected for position

EFFECT OF AMENDMENT:

Removes limit of application of civil service hiring preferences for veterans and disabled veterans to 10-year period following discharge or release from military service. Allows veteran currently serving on active duty to be granted preference if draft of federal DD Form 214 or 215 is provided at time of application.

BACKGROUND:

Under current law, public employers must grant preference to a veteran who applies for a vacant civil service position or who seeks promotion if they meet the minimum and special qualifications and if they successfully complete an initial screening or examination, or successfully complete a test used to establish eligibility for the position. A public employer shall appoint an otherwise qualified veteran or disabled veteran to a vacant position if the veteran's application examination, when combined with preference points, are equal to or higher than the results of other applicants. A veteran may request the public employer to provide, in writing, the employer's reasons for not hiring the veteran. The public employer may base a decision not to hire a veteran solely on the veteran's merits or qualifications with respect to the vacant position. Current law also requires public employers to interview every veteran applicant who meets the minimum and special qualifications and who provides evidence that they have the transferable skills required or requested by the public employer. Veterans who claim the preference requirements were violated may file a complaint with the Bureau of Labor and Industries.

House Bill 2886-A rewrites the requirement to give preference to veterans in civil service hiring.