

SB 378 STAFF MEASURE SUMMARY

Senate Committee On Veterans and Emergency Preparedness

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Meeting Dates: 3/4, 3/23

WHAT THE MEASURE DOES:

Modifies public employer selection process with respect to veteran applicants for specified civil service positions. Requires public employer to interview each qualifying veteran, as specified, when the public employer interviews candidates from an eligibility list as part of its selection process to fill a civil service position performed by only one person within its organization. Requires public employer to notify veterans in writing within three business days, of elimination from consideration. Requires notice of civil claim within two years of violation. Requires jury trial at the request of any party. Permits prevailing plaintiff to recover noneconomic damages and prohibits public employers from recovering attorney fees or costs. Requires the Oregon Department of Veteran's Affairs (ODVA) to establish a program to investigate and arbitrate claims. Permits veterans to file written grievances with ODVA and establishes filing process and procedural guidelines for alleged violations, with certain limitations, operative July 1, 2022. Directs public employers to conduct annual training on veterans preference in public employment. Establishes affirmative defense to a claim if training materials are approved by ODVA.

Fiscal impact issued. No revenue impact.

ISSUES DISCUSSED:

- Options for BOLI as possible entity to perform certain functions of the bill
- Fiscal Impact
- Process for veterans to bring complaints against public employers

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND: