

**Proposed Amendment to ORS 408.225 and 230
Hiring Preference for spouses, widows and widowers**

In 2007 the Oregon legislature passed SB-822 which establishes a system of hiring preference for public service positions similar to that granted veterans for federal executive department positions by the Veterans' Preference Act of 1944. In requesting SB-822 the representatives of the VFW deliberately did not ask for inclusion of the so-called derived preference granted spouses of disabled veterans and widows/widowers by the 1944 Act and implementing codes. (Taking it one step at a time.)

Now that SB-822 has been implemented, for the most part, it is time to take that other step and include spouses of 100% disabled veterans and widows/widowers.

The goal is jobs, jobs, jobs. Underlying all that can be done to reintegrate the returning soldier to civilian life is a good civilian job. Likewise, a job is necessary to rehabilitate, for lack a better term, the wounded military family. These preference systems are not going to get a job for all, but every job counts.

Recommend ORS 408.225 and 408.230 be amended as follows. The proposed amendments are patterned after 5 USC 2108 and information gleaned from US Office of Personnel Management's VETGUIDE, www.opm.gov/veterans/html/vetguide.htm One additional proposed amendment is to delete an unnecessary and confusing paragraph. Proposed additions are in bold.

Proposed amendment to ORS 408.225

Amend 408.225 Definitions as follows: Add the following to (1)(b), which defines disabled veteran: **"Disabled veteran" also means spouse of a 100% disabled veteran and the widow or widower of a veteran as defined in (d), below.**

Proposed Amendment to ORS 408.230

1) A public employer shall grant a preference to a veteran, disabled veteran **[spouse of a 100% disabled veteran, widow or widower of veteran]** who successfully completes an initial application screening or an application examination or who successfully completes a civil service test the employer administers to establish eligibility for a vacant civil service position. The employer shall grant preference in the following manner:

Delete subparagraph (a) as it serves no useful purpose and only confuses. Under a merit system interviews are a part of the total selection process. Only the candidates who meet basic eligibility requirements, i.e., pass written tests and have the required experience and/or education are interviewed. To interview prior to making these determinations is a waste of public resources (some bureaucrats time on the payroll) and is a violation of merit principles. In effect, pre-selection prior to determining if the interviewed candidate is even qualified.

Subparagraphs (b) and (c) become subparagraph (a) and (b) respectively.

Add following as subparagraph (c):

(c) Ten preference points shall be added to the score of spouses of 100% disabled veterans and to the scores of widows or widowers of veterans as prescribed in subparagraph (a), above. When application examination does not result in a score, preference will be accorded spouses of 100% disabled and widows and widowers of veterans in the manner prescribed in subparagraph (b), above. Preference is granted only to the unremarried widow or widower of a veteran and to the spouse continuing to be domiciled with the disabled veteran.

All subsequent paragraphs of ORS 408.230 should be amended to add spouses of 100% disabled and widows and widowers of veterans where the ORS refers to veterans and disabled veterans.

However, for ease of reading and reduce verbosity, I recommend instead of "veteran or disabled veteran or spouse of 100% disabled veteran or widow or widower of veteran" I recommend use of "preference eligible".