

## SENATE AMENDMENTS TO SENATE BILL 332

By COMMITTEE ON WORKFORCE

April 12

1 On page 1 of the printed bill, delete lines 5 through 29 and delete page 2 and insert:

2 “**SECTION 1.** ORS 408.237 is amended to read:

3 “408.237. (1) As used in this section:

4 “(a) ‘Eligibility list’ means a list of ranked eligible candidates for a civil service position who  
5 have become eligible for the position through a test or series of tests and who will be considered  
6 for the civil service position in ranked order.

7 “(b) ‘Transferable skill’ means a skill that a veteran has obtained through military education or  
8 experience that substantially relates, directly or indirectly, to the civil service position for which  
9 the veteran is applying.

10 “(2) When an interview is a component of the selection process for a civil service position or  
11 for an eligibility list for a civil service position, a public employer shall interview each veteran:

12 “(a) Whom the public employer determines meets the minimum qualifications and special quali-  
13 fications for the civil service position or eligibility list; and

14 “(b) Who submits application materials that the public employer determines show sufficient ev-  
15 idence that the veteran has the transferable skills required and requested by the public employer  
16 for the civil service position or eligibility list.

17 “(3)(a) **Except as provided in paragraph (b) of this subsection,** a public employer is not re-  
18 quired to comply with subsection (2) of this section if the employer conducts interviews only as part  
19 of the process of selecting a candidate for a civil service position from an eligibility list.

20 “(b) **The exemption in paragraph (a) of this subsection does not apply to a civil service**  
21 **position if the duties of that position are performed by only one person within the public**  
22 **employer’s organization.**

23 “(4) A public employer may consult with the Oregon Military Department and the Department  
24 of Veterans’ Affairs to determine whether certain military education or experience produces a  
25 transferable skill.

26 “(5) The Department of Veterans’ Affairs shall provide training to veterans on how to show  
27 evidence of transferable skills in an application for a civil service position or eligibility list.

28 “(6) Violation of subsection (2) of this section is an unlawful employment practice under ORS  
29 chapter 659A.

30 “(7) A veteran claiming to be aggrieved by a violation of subsection (2) of this section may file  
31 a complaint under ORS 659A.820.

32 “**SECTION 2. The amendments to ORS 408.237 by section 1 of this 2019 Act apply to civil**  
33 **service positions that are first advertised or solicited on or after the effective date of this**  
34 **2019 Act.**

35 “**SECTION 3. This 2019 Act being necessary for the immediate preservation of the public**

1 **peace, health and safety, an emergency is declared to exist, and this 2019 Act takes effect**  
2 **on its passage.”**

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