

Requested by Senator BAERTSCHIGER JR

**PROPOSED AMENDMENTS TO
SENATE BILL 332**

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

3 **SECTION 1.** ORS 408.237 is amended to read:

4 “408.237. (1) As used in this section:

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

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

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

15 “(a) Whom the public employer determines meets the minimum qualifica-
16 tions and special qualifications for the civil service position or eligibility
17 list; and

18 “(b) Who submits application materials that the public employer deter-
19 mines show sufficient evidence that the veteran has the transferable skills
20 required and requested by the public employer for the civil service position
21 or eligibility list.

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

5 **“(b) The exemption in paragraph (a) of this subsection does not**
6 **apply to a civil service position if the duties of that position are per-**
7 **formed by only one person within the public employer’s organization.**

8 “(4) A public employer may consult with the Oregon Military Department
9 and the Department of Veterans’ Affairs to determine whether certain mili-
10 tary education or experience produces a transferable skill.

11 “(5) The Department of Veterans’ Affairs shall provide training to veter-
12 ans on how to show evidence of transferable skills in an application for a
13 civil service position or eligibility list.

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

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

18 **“SECTION 2. The amendments to ORS 408.237 by section 1 of this**
19 **2019 Act apply to civil service positions that are first advertised or**
20 **solicited on or after the effective date of this 2019 Act.**

21 **“SECTION 3. This 2019 Act being necessary for the immediate**
22 **preservation of the public peace, health and safety, an emergency is**
23 **declared to exist, and this 2019 Act takes effect on its passage.”.**

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