



HARRANG LONG
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L&E ALERT

February 13, 2012

BOLI Finalizes Rules Interpreting Veterans' Preference in Hiring and Promotions

Under Oregon law, public employers are subject to a variety of statutory and regulatory obligations regarding veterans' preference in hiring and promotions. These obligations were recently expanded through several bills passed during the 2011 Oregon Legislative Session. House Bill 3207, which became effective January 1, 2012, requires public employers to grant an interview to every veteran-applicant who meets the minimum and special qualifications for a position, with only limited exceptions. Senate Bill 277 also enacted significant changes through its amendment of the mandated procedure for applying veterans' preference in the promotional context. House Bill 2241 and Senate Bill 72 altered the statutory definitions of "uniformed service" and "disabled veteran" as applicable to veterans' preference.

The Oregon Bureau of Labor and Industries (BOLI) recently posted final rules interpreting the obligations of public employers under Oregon's veterans' preference laws. The final rules are accessible through BOLI's website at http://www.oregon.gov/BOLI/LEGAL/docs/Div_6_SoS.pdf.

As always, if you have any questions about an employer's obligations under Oregon's veterans' preference laws, feel free to contact a member of our Labor and Employment Team at (541) 485-0220.

Note: The rules regarding veterans' preference in hiring and promotions discussed in this *L&E Alert* apply only to **public sector employers**.

Please Note

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