



# HOUSE BILL 340: Amend Appt For Compact on Education/Military.

**This Bill Analysis  
reflects the contents  
of the bill as it was  
presented in  
committee.**

2019-2020 General Assembly

<b>Committee:</b>	Senate Rules and Operations of the Senate	<b>Date:</b>	June 19, 2020
<b>Introduced by:</b>	Reps. Martin, Cleveland, Bell	<b>Prepared by:</b>	Jennifer H. Bedford Staff Attorney
<b>Analysis of:</b>	Second Edition		

**OVERVIEW:** House Bill 340 would create and implement a National Guard employment preference.

[As introduced, this bill was identical to S448, as introduced by Sen. Brown. That bill was enacted in S.L. 2019-38.]

**CURRENT LAW:**

**G.S. 128-15** grants Veterans an employment preference, in appreciation for service to this State and this country.

**Article 16 of Chapter 127A** of the General Statutes, protects members of the National Guard from reemployment discrimination, retaliation, or other acts of reprisal, for service in the National Guard of this State or another.

**BILL ANALYSIS:**

**Section 1** changes the title of Article 16 of Chapter 127A to reflect National Guard employment rights in addition to the existing reemployment rights.

**Section 2** communicates a State policy granting a National Guard employment preference for State jobs, and encouraging private employers to provide an employment preference.

**Section 3** amends the confidentiality of National Guard records to allow for substantiation of eligibility for the National Guard preference.

**Section 4** defines “eligible member of the National Guard” to include North Carolina residents that serve or have served in other state National Guards, conforming to the existing reemployment protections.

**Section 5** renames Article 13 of Chapter 126 to reflect the addition of the National Guard employment preference to the existing Veteran's employment preference.

**Section 6** creates a National Guard employment preference.

**Section 7** directs the State Human Resources Commission to provide for the National Guard preference.

**Section 8** includes the National Guard preference in the existing grievance appeals process.

**Section 9** directs the relevant State entities to adopt rules to implement the act.

**EFFECTIVE DATE:** This act is effective when it becomes law, and applies to positions posted on or after that date.

Karen Cochrane-Brown  
Director



H 3 4 0 - S M T T - 1 0 0 E 2 - V - 3

Legislative Analysis  
Division  
919-733-2578