



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

2019-2020 General Assembly

Committee:	Senate Judiciary. If favorable, re-refer to Rules and Operations of the Senate	Date:	June 16, 2020
Introduced by:	Reps. Martin, Cleveland, Bell	Prepared by:	Jennifer Bedford
Analysis of:	PCS to First Edition H340-CSTT-51		Staff Attorney

OVERVIEW: *The Proposed Committee Substitute for 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.

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