

Introduced by

Senators G. Lee, Lyson, Sitte

Representatives Boehning, Nathe, Wrangham

1 A BILL for an Act to amend and reenact sections 37-19.1-01, 37-19.1-02, 37-19.1-03, and  
2 37-19.1-04 of the North Dakota Century Code, relating to veterans' preference.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. AMENDMENT.** Section 37-19.1-01 of the North Dakota Century Code is  
5 amended and reenacted as follows:

6 **37-19.1-01. Definitions.**

7 As used in this chapter:

- 8 1. "Agency" or "governmental agency" means the state and all political subdivisions and,  
9 including any state agency, board, bureau, commission, department, officer, and any  
10 state institution or enterprise authorized to employ individuals either temporarily or  
11 permanently.
- 12 2. "Chief deputy" means the individual who is appointed by an elected or appointed  
13 official under express statutory authority to hire a chief deputy and who is authorized  
14 to act on behalf of that official. The term does not include an individual appointed to a  
15 position that must be filled under a competitive personnel system.
- 16 3. "Competitive personnel system" means a system that rates applicants for a position  
17 using an objective set of skills, knowledge, abilities, behaviors, or other characteristics  
18 required for the position.
- 19 4. "Disabled veteran" means a veteran who is found to be entitled to a service-connected  
20 disability rating as determined by the United States veterans' administration.
- 21 4.5. "Justifiable cause" means grounds for action that are in accord with sufficient reason  
22 that can be justified or defended as correct. Justifiable cause not to hire a veteran  
23 must be something specific to that individual which renders the individual unsuitable  
24 for the position.

- 1       5. ~~"Personnel system" means a system that rates applicants for a position using an~~  
2       ~~objective set of skills, knowledge, abilities, behaviors, or other characteristics required~~  
3       ~~for the position.~~
- 4       6. "Political subdivision" means counties, cities, townships, and any other governmental  
5       entity created by state law which employs individuals either temporarily or  
6       permanently.
- 7       7. "Private secretary" means the individual who is appointed by an elected or appointed  
8       official under express legal authority to hire a private secretary or administrative  
9       assistant and who is authorized to handle correspondence, keep files, schedule  
10      appointments, and do other clerical work of a more personal and confidential nature  
11      for that official, but does not include an individual appointed to a position that must be  
12      filled under a competitive personnel system.
- 13      8. "Veteran" means a North Dakota resident who is a ~~wartime~~ veteran as defined in  
14      subsection 21 of section 37-01-40.

15      **SECTION 2. AMENDMENT.** Section 37-19.1-02 of the North Dakota Century Code is  
16      amended and reenacted as follows:

17      **37-19.1-02. Public employment preference to veterans - Residency requirements.**

- 18      1. Veterans are entitled to preference, over all other applicants, in ~~appointment or~~  
19      ~~employment~~recruitment and selection processes by governmental agencies, provided  
20      that such veteran is a United States citizen at the time of application for employment.  
21      Veterans qualified for preference may not be disqualified from holding any position  
22      with an agency because of physical or mental disability, unless the disability renders  
23      them unable to properly perform the duties of the position applied for. To receive  
24      veterans' preference, an applicant must submit the following documentation:
- 25      a. An applicant claiming veterans' preference shall provide a copy of report of  
26      separation DD-214.
- 27      b. An applicant claiming disabled veterans' preference shall provide a copy of report  
28      of separation DD-214 and a letter less than one year old from the veterans'  
29      administration indicating the veteran's disability status.

- 1           c. An applicant claiming veterans' preference as an eligible spouse of a deceased  
2           veteran shall provide a copy of the marriage certificate, the veteran's report of  
3           separation DD-214, and the veteran's death certificate.
- 4           d. An applicant claiming disabled veterans' preference as an eligible spouse of a  
5           disabled veteran shall provide a copy of the marriage certificate, the veteran's  
6           report of separation DD-214, and a letter less than one year old from the  
7           veterans' administration indicating the veteran's disability status.
- 8           2. ~~When a veteran applies for appointment or employment under subsection 1 to a~~  
9           ~~position that is not being filled through a competitive personnel system,~~ the officer,  
10           board, or person whose duty it is to ~~appoint or employ~~ an individual to fill the available  
11           position shall, ~~except where the veteran has been qualified for the position applied for~~  
12           ~~under a personnel system,~~ investigate the qualifications of the veteran. If the veteran  
13           is found to possess the qualifications required for the position applied for, whether  
14           educational or by way of prior experience, and is physically and mentally able to  
15           perform the duties of the position applied for, the officer, board, or person shall ~~appoint~~  
16           ~~or employ~~ the veteran. A disabled veteran is entitled to a preference superior to that  
17           given other veterans under this section, which preference must be accorded in the  
18           manner provided in this section. If the group of eligible individuals includes either  
19           veterans or disabled veterans, the employing authority of that particular agency or  
20           governmental agency shall make a selection for the available position as follows:
- 21           a. A disabled veteran is first entitled to the position and, in the absence of justifiable  
22           cause, documented in writing, for not making that selection, must be so  
23           employed. If the list includes two or more disabled veterans, then the employing  
24           authority shall fill the position from the group of eligible individuals to be  
25           considered. The employing authority may further inquire into the qualifications of  
26           each eligible individual from within that group through means including  
27           interviews, background checks, and skills testing. A disabled veteran from the  
28           group of eligible individuals is first entitled to the position and, in the absence of  
29           justifiable cause, documented in writing, for not making that selection, must be so  
30           employed.

1           b. If the group of eligible individuals does not include one or more disabled veterans  
2           and consists only of veterans, then the employing authority shall fill the position  
3           from the group of eligible individuals to be considered. The employing authority  
4           may further inquire into the qualifications of each eligible individual from within  
5           that group through means including interviews, background checks, and skills  
6           testing. A veteran from the group of eligible individuals is first entitled to the  
7           position and, in the absence of justifiable cause, documented in writing, for not  
8           making that selection, must be so employed.

9           c. If the group of eligible individuals includes nonveterans and veterans, but not  
10          disabled veterans, then the employing authority shall fill the position from the  
11          group of eligible individuals to be considered. The employing authority may  
12          further inquire into the qualifications of each eligible individual from within that  
13          group through means including interviews, background checks, and skills testing.  
14          A veteran from the group of eligible individuals is first entitled to the position and  
15          must be employed unless there is justifiable cause that is documented in writing  
16          for not employing that veteran.

17          3. ~~A disabled veteran is entitled to a preference superior to that given other veterans~~  
18          ~~under this section, which preference must be accorded in the manner provided in this~~  
19          ~~section.~~

20          4. ~~Notwithstanding the preference provisions in subsections 1, 2, and 3, public~~  
21          ~~employment preference for veterans by agencies filling positions through a personnel~~  
22          ~~system are governed by the following:~~When a veteran applies for employment to a  
23          position that is being filled through a competitive personnel system, the officer, board,  
24          or person whose duty it is to employ an individual to fill the available position shall  
25          investigate the qualifications of the veteran. If the veteran is found to possess the  
26          qualifications required for the position applied for, whether educational or by way of  
27          prior experience, and is physically and mentally able to perform the duties of the  
28          position applied for, the officer, board, or person shall employ the following:

29           a. No distinction or discrimination may be made in the administration of the  
30           competitive personnel system examination because the applicant may be a  
31           veteran.

- 1           b. ~~Upon completion of the examination with a passing grade, the applicant must be~~  
2           ~~informed of a veteran's rights to employment preference as hereinafter provided.~~
- 3           e. ~~The applicant must be required to furnish proof of the applicant's status as a~~  
4           ~~veteran and, if disabled, proof of the applicant's disability, as defined herein.~~
- 5           d. ~~Upon receipt of proof required in subdivision 1, on a one hundred~~  
6           ~~point scale, the examiner shall add five points for a nondisabled veteran and ten~~  
7           ~~points for a disabled veteran to the examination grade of the applicant. The total~~  
8           ~~is the veteran's examination score. If a scale other than a one hundred point~~  
9           ~~scale is used, the examiner shall add five percent of the scale used for a veteran~~  
10           ~~and ten percent of the scale used for a disabled veteran to the examination grade~~  
11           ~~of the applicant. The total is the veteran's examination score.~~
- 12          e.c. ~~Upon request for the~~The employing authority shall designate a prescribed  
13           ~~number of eligible individuals to be considered from the eligibility registry, the~~  
14           ~~number of eligible individuals must be certified from the top number of eligible~~  
15           ~~individuals and with the certified list of eligible individuals there must also be~~  
16           ~~submitted a statement as to which of those so certified are veterans, disabled~~  
17           ~~veterans, or nonveterans~~top number of the group of eligible candidates in rank  
18           ~~order, from highest to lowest, based on the applicant's final score.~~
- 19           f. ~~If the certified list of eligible individuals includes either veterans or disabled~~  
20           ~~veterans, the appointing or employing authority of that particular agency or~~  
21           ~~governmental agency shall make a selection for the available position as follows:~~
- 22           (1) ~~A disabled veteran, without regard to the disabled veteran's examination~~  
23           ~~grade, is first entitled to the position and, in the absence of justifiable cause,~~  
24           ~~documented in writing, for not making that selection, must be so appointed~~  
25           ~~or employed. If the list includes two or more disabled veterans, then the one~~  
26           ~~with the highest examination grade is first entitled to the position and, in the~~  
27           ~~absence of justifiable cause, documented in writing, for not making that~~  
28           ~~selection, must be so appointed or employed.~~
- 29           (2) ~~If the certified list of eligible individuals does not include one or more~~  
30           ~~disabled veterans and consists only of veterans, then the one with the~~

1 highest examination grade is first entitled to the position and, in the absence  
2 of justifiable cause, documented in writing, must be appointed or employed.  
3 (3) ~~If the certified list of eligible individuals includes nonveterans and veterans,  
4 but not disabled veterans, then the one with the highest examination grade,  
5 whether a nonveteran or a veteran, is first entitled to the position and, in the  
6 absence of justifiable cause, must be so appointed or employed; and if the  
7 one with the highest examination grade is a veteran and is not appointed or  
8 employed, there must be justifiable cause documented in writing for not  
9 making that appointment or employment.~~

10 d. The employing authority shall fill the position from the group of eligible individuals  
11 to be considered. The employing authority may further inquire into the  
12 qualifications of each eligible individual from within that group through means  
13 including interviews, background checks, and skills testing.

14 5.4. This section does not apply when the position to be filled is that of a superintendent of  
15 schools, teacher, administrative head of a department required by law, or the chief  
16 deputy or private secretary of an elected or appointed official, the chancellor and vice  
17 chancellors of the board of higher education, presidents or executive deans, vice  
18 presidents, assistant to the president, provosts, and instructors of board institutions.  
19 Temporary committees and individual or group appointments made by the governor or  
20 legislative assembly are also excepted from the provisions of this section. If an exempt  
21 position is advertised, the advertisement must state that veterans' preference does not  
22 apply to the position being advertised.

23 5. This section does not apply to individuals who are currently employed with any state  
24 agency, board, bureau, commission, department, office, or institution.

25 **SECTION 3. AMENDMENT.** Section 37-19.1-03 of the North Dakota Century Code is  
26 amended and reenacted as follows:

27 **37-19.1-03. Preferences to be granted veterans' spouses.**

28 1. The unremarried spouse of a veteran who died while in service, or later died from a  
29 service-connected cause or causes, is entitled, if the person is otherwise qualified, to  
30 the ~~appointment or employment~~ preference given to a veteran under section  
31 37-19.1-02 in the manner provided therein.

- 1           2.    The spouse of a disabled veteran, who ~~is disabled due to a service-connected cause-~~  
2            ~~or causes~~ has a one hundred percent service-connected disability as determined by  
3            the department of veterans' affairs, or who has an extra-schedular rating to include  
4            individual unemployability that brings the veteran's total disability rating to one  
5            hundred percent as determined by the department of veterans' affairs, is, if the  
6            disabled veteran is unable to exercise the veteran's right to a veteran's employment  
7            preference due to the veteran's disability, entitled, if the person is otherwise qualified,  
8            to the ~~appointment or~~ employment preference given to a veteran under section  
9            37-19.1-02 in the manner provided therein.

10           **SECTION 4. AMENDMENT.** Section 37-19.1-04 of the North Dakota Century Code is  
11    amended and reenacted as follows:

12            **37-19.1-04. Refusal to give preference - Retaliatory action or removal - Remedies -**  
13    **Procedures.**

- 14           1.    If a veteran, or a qualified veteran's spouse, hereafter known as the applicant, is not  
15            given the preference provided in section 37-19.1-02 or 37-19.1-03, the applicant,  
16            within fifteen calendar days after notification by certified mail that employment has  
17            been refused, may request a hearing as provided in subsection 3. The notification  
18            from the employer must include the reasons for nonselection, inform the applicant of  
19            the right to an appeal hearing, inform the applicant of the requirement that the request  
20            for a hearing must be filed by certified mail within fifteen calendar days after the  
21            notification, inform the applicant that a request for an appeal hearing must be made to  
22            the commissioner of veterans' affairs at the included commissioner's mailing address,  
23            and inform the applicant that if the applicant requests an appeal, the applicant must  
24            mail a copy of the request for an appeal hearing to the employer or employing agency.  
25            The applicant's request for a hearing must be in writing, must include a copy of the  
26            employer's notification that employment has been refused, and must be delivered to  
27            the commissioner of veterans' affairs by certified mail. A copy of the written request  
28            must be ~~mailed~~ delivered to the employer or employing agency by certified mail. The  
29            applicant is entitled to immediate employment in the position for which application was  
30            originally made, or an equivalent position, together with backpay and benefits from the

- 1 date the appointment should have been made less amounts otherwise earnable  
2 through due diligence, if the hearing officer finds in favor of the applicant.
- 3 2. Any person who has exercised the right to an employment preference under this  
4 chapter, and who, within one year after exercise of that right:
- 5 a. Is discharged;  
6 b. Has had compensation reduced; or  
7 c. Is otherwise subject to action by the employing agency designed to cause the  
8 veteran or qualified veteran's spouse to resign or quit employment, is entitled to a  
9 hearing if the person believes that the employing agency took any of the  
10 above-described action due to the exercise of employment preference. The  
11 hearing must be held before a hearing officer as provided in subsection 3. If the  
12 hearing officer finds that the employing agency took any of the actions described  
13 in subdivision a, b, or c due to the person's exercise of the right to an  
14 employment preference, the hearing officer shall order the employing agency to  
15 cease and desist from such action or to reinstate the veteran or qualified  
16 veteran's spouse. The request for a hearing under this subsection must be in  
17 writing addressed to the commissioner of veterans' affairs. The request for a  
18 hearing must identify the employer or employing agency that took any action  
19 described in subdivision a, b, or c and describe the action taken. A copy of the  
20 written request must be mailed to the employer or employing agency. The  
21 request, addressed to the commissioner of veterans' affairs and the copy to the  
22 employer or employing agency, must be made by certified mail within fifteen  
23 calendar days after any action described in subdivision a, b, or c is taken by the  
24 employing agency.
- 25 3. Within fifteen calendar days after receiving a request from an applicant or person  
26 under subsection 1 or 2, the commissioner of veterans' affairs may request the  
27 director of the office of administrative hearings to designate a hearing officer to hear  
28 the grievance arising under subsection 1 or 2. The commissioner shall notify the  
29 employer or employing agency that a request for a hearing has been made. The office  
30 of administrative hearings is entitled to be reimbursed by the employer or employing  
31 agency for all hearing officer services rendered and expenses incurred in performing



1           these duties. The hearing officer shall hold the hearing within thirty calendar days after  
2           the hearing officer request is received by the director of the office of administrative  
3           hearings. Notwithstanding the time limitation, the hearing officer may postpone or  
4           continue the hearing for good cause, at the request of a party. At the hearing, both  
5           parties may be represented by counsel. If the hearing is requested pursuant to  
6           subsection 1, the employing agency has the burden of proving that the veteran or the  
7           qualified veteran's spouse did not possess the qualifications required for the position.  
8           If the hearing is requested pursuant to subsection 2, the employing agency has the  
9           burden of proving that any action which was taken was not taken because of exercise  
10          of the right to an employment preference. The hearing officer shall issue findings of  
11          fact, conclusions of law, and an order within fifteen calendar days after the hearing is  
12          concluded, briefs filed, and arguments closed. The order is binding on both parties,  
13          subject to appeal.

14          4. Any party aggrieved by the findings of fact, conclusions of law, and order of the  
15          hearing officer may appeal in the manner provided for in chapter 28-32, except that  
16          the appellant need not execute an undertaking.