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FC-R-2016-36

CUMBERLAND FIRE DISTRICT

Resolution

5 **RESOLUTION:** Establishing a CFD Policy regarding the hiring and promotion of
6 veterans. Also the continued job protection for members of
7 the National Guard.
8

9 **BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

10
11 **WHEREAS:** The Governor of RI has just signed into law S2886 allowing
12 private companies to give preference to veterans in the hiring
13 and promotional processes.
14

15 **WHEREAS:** The Governor of RI has just signed into law S2888aa requiring
16 continued job protection for members of the National Guard.
17

18 **NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

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20 **RESOLVED:** That the Chief of the department work with Local 2722 to
21 coordinate the development and the implementation of these
22 policies as it would relate to a municipal fire department.
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26 Voted on this, 23th day of August 2016

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30 Bruce A. Lemois, Chairman

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30 Debra Auclair, Clerk

31 **YAY:** 6 **NAY:** 0

32 **Commissioner Matta absent**

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34 **Presented by Commissioner Champagne**

2016 -- S 2886

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LC005623
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2016

A N A C T

RELATING TO MILITARY AFFAIRS AND DEFENSE - EMPLOYMENT OF VETERANS

Introduced By: Senators Felag, Walaska, Gallo, Pichardo, and Lynch Prata

Date Introduced: March 31, 2016

Referred To: Senate Special Legislation and Veterans Affairs

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 30-21 of the General Laws entitled "Employment of Veterans" is
2 hereby amended by adding thereto the following section:

3 **30-21-14. Preference in private employment. --** (a) A private employer may adopt an
4 employment policy that provides a preference in hiring or promotion, or both, to a veteran.

5 (b) A policy adopted under this section shall:

6 (1) Be in writing; and

7 (2) Be uniformly applied to employment decisions regarding hiring and promotion.

8 (c) A private employer may require that a veteran submit a Department of Defense DD
9 Form 214 or similar documentation of separation from the U.S. Armed Forces to be eligible for a
10 preference in hiring or promotion pursuant to this section.

11 (d) As used in this section, "veteran" means an individual that served on active duty in
12 the U.S. Armed Forces and received an honorable or general discharge.

13 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO MILITARY AFFAIRS AND DEFENSE - EMPLOYMENT OF VETERANS

1 This act allows private employers to adopt an employment policy that provides a
2 preference in hiring or promotion, or both, to a veteran.

3 This act would take effect upon passage.

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LC005623
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2016 -- S 2888 AS AMENDED

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LC005624
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2016

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A N A C T

RELATING TO MILITARY AFFAIRS AND DEFENSE - EMPLOYMENT RIGHTS OF
MEMBERS OF ARMED FORCES

Introduced By: Senators Felag, Walaska, Gallo, Pichardo, and Lynch Prata

Date Introduced: March 31, 2016

Referred To: Senate Special Legislation and Veterans Affairs

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 30-11-3 of the General Laws in Chapter 30-11 entitled
2 "Employment Rights of Members of Armed Forces" is hereby amended to read as follows:

3 **30-11-3. Restoration of national guard member to employment.** -- (a) Any person
4 who is a duly qualified member of the ~~Rhode Island national guard~~ National Guard of this state or
5 any other state who, in order to perform any military service he or she may be called upon to
6 perform by proper authority, leaves a position, other than a temporary position, in the employ of
7 ~~an~~ a Rhode Island employer, who shall give evidence of the satisfactory completion of that
8 training, and who is still qualified to perform the duties of that position, shall be entitled to be
9 restored to his or her previous or a similar position in the same status, pay, and seniority, and this
10 period of absence for military training shall be construed as an absence with leave and without
11 pay.

12 (b) In addition to the provisions provided in this section, all National Guard members on
13 state active duty shall be entitled to the rights, protections, privileges, and immunities offered
14 under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA),
15 Title 38 U.S. Code, Chapter 43, Sections 4301-4333, Public Law 103-353 [38 U.S.C. § 4301 et
16 seq.].

1 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T
RELATING TO MILITARY AFFAIRS AND DEFENSE - EMPLOYMENT RIGHTS OF
MEMBERS OF ARMED FORCES

- 1 This act expands the restoration of employment rights of employees who are members of
- 2 the National Guard of this or any other state.
- 3 The act would take effect upon passage.

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