

SENATE BILL 478

K3, P4

4lr0093
CF HB 604

By: **The President (By Request – Administration) and Senators Augustine, Bailey, Beidle, Brooks, Carozza, Charles, Ellis, Elfreth, Folden, Gallion, Gile, Hershey, Hester, Hettleman, James, Klausmeier, Lam, Mautz, McKay, Ready, Rosapepe, Salling, Waldstreicher, West, and Zucker**

Introduced and read first time: January 22, 2024

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: February 27, 2024

CHAPTER _____

1 AN ACT concerning

2 **Families Serve Act of 2024**

3 FOR the purpose of authorizing employers to grant a preference in hiring and promotion to
4 spouses of eligible service members; requiring the appointing authorities in the
5 Executive Branch of State government to apply a certain credit on any selection test
6 for eligible military spouses and veterans of certain uniformed services; and
7 generally relating to hiring and promotion preferences.

8 BY repealing and reenacting, with amendments,
9 Article – Labor and Employment
10 Section 3–714
11 Annotated Code of Maryland
12 (2016 Replacement Volume and 2023 Supplement)

13 BY repealing and reenacting, with amendments,
14 Article – State Personnel and Pensions
15 Section 7–207(c)
16 Annotated Code of Maryland
17 (2015 Replacement Volume and 2023 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
19 That the Laws of Maryland read as follows:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 **Article – Labor and Employment**

2 3–714.

3 (a) **(1)** In this section[, “eligible] **THE FOLLOWING WORDS HAVE THE**
4 **MEANINGS INDICATED.**

5 **(2)** **“ELIGIBLE SERVICE MEMBER” MEANS A FULL–TIME ACTIVE DUTY**
6 **MEMBER OF ~~THE UNIFORMED SERVICES OF ANY BRANCH OF THE ARMED FORCES~~**
7 **UNIFORMED SERVICES OF THE UNITED STATES.**

8 **(3)** **“ELIGIBLE veteran”** means a veteran of any branch of the armed forces
9 of the United States who has received an honorable discharge or a certificate of satisfactory
10 completion of military service, including:

11 **[(1)] (I)** the National Guard;

12 **[(2)] (II)** the military reserves;

13 **[(3)] (III)** the Commissioned Corps of the Public Health Service; and

14 **[(4)] (IV)** the Commissioned Corps of the National Oceanic and
15 Atmospheric Administration.

16 (b) An employer may grant a preference in hiring and promotion to:

17 (1) an eligible veteran;

18 (2) the spouse of an eligible veteran who has a service–connected disability;

19 **[or]**

20 **(3) THE SPOUSE OF AN ELIGIBLE SERVICE MEMBER; OR**

21 **(4)** the surviving spouse of a deceased eligible veteran.

22 (c) Granting a preference under subsection (b) of this section does not violate any
23 State or local equal employment opportunity law.

24 **Article – State Personnel and Pensions**

25 7–207.

26 (c) (1) **(I)** In this subsection[, “eligible] **THE FOLLOWING WORDS HAVE**
27 **THE MEANINGS INDICATED.**

1 (II) “~~ELIGIBLE MILITARY~~ SPOUSE” MEANS AN INDIVIDUAL WHO
 2 IS MARRIED TO ~~AN ACTIVE DUTY MILITARY SERVICE MEMBER~~ A MEMBER OF ANY
 3 BRANCH OF THE UNIFORMED SERVICES OF THE UNITED STATES.

4 (III) “~~ELIGIBLE~~ veteran” means a veteran of any branch of the ~~armed~~
 5 ~~forces~~ UNIFORMED SERVICES of the United States who has received an honorable
 6 discharge or a certificate of satisfactory completion of ~~military~~ service, including the
 7 National Guard and the military reserves.

8 (2) (i) An appointing authority shall apply a credit of [ten] **10** points on
 9 any selection test for:

- 10 1. ~~AN ELIGIBLE MILITARY~~ SPOUSE;
- 11 2. an eligible veteran;
- 12 [2.] **3.**the spouse of an eligible veteran who has a service
 13 connected disability; or
- 14 [3.] **4.**the surviving spouse of a deceased eligible veteran.

15 (ii) An appointing authority shall apply a credit of two additional
 16 points on any selection test for a former prisoner of war.

17 (3) The following applicants are ineligible for a credit under this
 18 subsection:

- 19 (i) a current State employee; and
- 20 (ii) an eligible veteran who is convicted of a crime after being
 21 discharged from or completing military service.

22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
 23 1, 2024.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.