



Veterans' Preference Act

The Oregon Veterans' Preference Act requires that public employers give special consideration in hiring decisions to veteran or disabled veteran applicants who meet the minimum qualifications of a position.

The required preference does not compel a public employer to appoint a veteran or disabled veteran. However, it does require that a veteran or disabled veteran be appointed when the veteran's or disabled veteran's application assessment, combined with the veteran's or disabled veteran's preference is equal to or greater than that of a non-veteran.

Under the Veterans' Preference Act, the following definitions apply:

A Veteran means a person who:

Served on active duty with the Armed Forces of the United States:

- a. For a period of more than 90 consecutive days beginning on or before January 31, 1955, and was discharged or released under honorable conditions; or
- b. For a period of more than 178 consecutive days beginning after January 31, 1955, and was discharged or released from active duty under honorable conditions; or
- c. For 178 days or less and was discharged or released from active duty under honorable conditions because of a service-connected disability; or
- d. For 178 days or less and was discharged or released from active duty under honorable conditions and has a disability rating from the U.S. Department of Veteran Affairs; or
- e. For at least one day in a combat zone and was discharged or released from active duty under honorable conditions; or
- f. Received a combat or campaign ribbon of an expeditionary medal for service in the Armed Forces of the United States and was discharged or released from active duty; or
- g. Is receiving a non-service connected pension from the U.S Department of Veteran Affairs.

A Disabled Veteran is defined as:

1. A person entitled to disability compensation under laws administered by the U.S. Department of Veteran Affairs;
2. A person whose discharge or release from active duty was for a disability incurred or aggravated in the line or duty; or
3. A person who was awarded the Purple Heart for wounds received in combat.

Qualifying Documents

Qualifying veterans and disabled veterans may obtain preference by submitting as verification of eligibility, a Port of Portland Self-Identification Form (found under Job Opportunities at www.portofportland.com) and a copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215).

Disabled veterans must also submit a copy of their Veteran's Disability Preference Letter from the U.S. Department of Veterans Affairs.

Qualified Veterans

Veterans and disabled veterans will receive special consideration when:

1. They clearly meet the minimum qualifications of the position;
2. Have completed the application process (no incomplete applications); and
3. Have submitted the qualifying documents by the closing date listed on the job posting.

Preference

Hiring managers will be alerted to qualified veterans or disabled veterans in the candidate pool.

Qualified veterans will receive special preference at each evaluation step in the hiring process for which they are actively being considered.