

SENATE BILL 478

K3, P4

4lr0093
CF 4lr0094

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

Introduced and read first time: January 22, 2024

Assigned to: Finance

A BILL ENTITLED

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 generally relating to hiring and promotion
7 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:

20 **Article – Labor and Employment**

21 3–714.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

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

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

9 [(1)] (I) the National Guard;

10 [(2)] (II) the military reserves;

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

12 [(4)] (IV) the Commissioned Corps of the National Oceanic and
13 Atmospheric Administration.

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

15 (1) an eligible veteran;

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

17 [or]

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

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

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

22 **Article – State Personnel and Pensions**

23 7–207.

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

26 (II) **“ELIGIBLE MILITARY SPOUSE” MEANS AN INDIVIDUAL WHO**
27 **IS MARRIED TO AN ACTIVE DUTY MILITARY SERVICE MEMBER.**

28 (III) **“ELIGIBLE veteran”** means a veteran of any branch of the armed

1 forces of the United States who has received an honorable discharge or a certificate of
2 satisfactory completion of military service, including the National Guard and the military
3 reserves.

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

6 1. **AN ELIGIBLE MILITARY SPOUSE;**

7 2. an eligible veteran;

8 [2.] 3. the spouse of an eligible veteran who has a service
9 connected disability; or

10 [3.] 4. the surviving spouse of a deceased eligible veteran.

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

13 (3) The following applicants are ineligible for a credit under this
14 subsection:

15 (i) a current State employee; and

16 (ii) an eligible veteran who is convicted of a crime after being
17 discharged from or completing military service.

18 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
19 1, 2024.