

Chapter 6

(Senate Bill 478)

AN ACT concerning

Families Serve Act of 2024

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

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

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

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

Article – Labor and Employment

3–714.

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

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

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

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

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

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

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

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

(1) an eligible veteran;

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

[or]

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

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

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

Article – State Personnel and Pensions

7-207.

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

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

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

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

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

2. an eligible veteran;

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

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

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

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

(i) a current State employee; and

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

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

Approved by the Governor, April 9, 2024.