



CUT AND PASTE POST JUNE 2016

HAPPY MEMORIAL DAY!

What Do Veterans Bring To The Workplace?

According to the group "Employer Support of the Guard and Reserve", here are the top ten things that Veterans bring to a workforce:

10. **GLOBAL PERSPECTIVE**
Military employees have experiences that directly relate to current world events.
9. **ON-TIME, ALL THE TIME**
Military employees know that every second counts.
8. **FIRST CLASS IMAGE**
Military employees understand a professional appearance is a must.
7. **CALM UNDER PRESSURE**
Military employees are resilient and know how to handle stress, both on and off the job.
6. **"CAN DO ATTITUDE"**
Military employees possess critical skills and understand that nothing is impossible.
5. **PHYSICAL CONDITIONING**
Military employees are in top physical condition, resilient, and drug-free.
4. **UNDERSTAND DIVERSITY**
Military employees have succeeded in a very diverse workplace.
3. **RESPONSIBILITY**
Military employees know how to make decisions and take responsibility for meeting objectives.
2. **PROFESSIONALISM**
Military employees have a high degree of integrity, an air of self-respect, and a sense of honor.
1. **LEADERSHIP**
Military employees are excellent leaders and outstanding followers: loyal, dedicated, and highly motivated.

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Montana's Private Employer Veteran Preference Act

Montana's public employers have been able to give veterans and their eligible family members a preference in employment since at least 1989 (see MCA Title 39, Chapter 29, Part I). However, until 2015, Montana's private employers did not have a similar statute, and many were hesitant to provide a veteran's hiring preference for fear of being charged with discrimination.



In 2015, the Montana Legislature passed the "*Montana Veteran Hiring Preference Act for Private Employers*" (MCA Title 39, Chapter 29, Part II). This Act authorizes private sector employers to adopt an employment policy that gives preference in hiring to veterans. The Code further states, "Pursuant to Article II, section 35, of the Montana constitution [which gives the legislature the right to grant service men and women special rights], this part may not be interpreted to violate any other state or local equal employment opportunity law."

Because it only applies to veterans and not their family members, the Private Employer preference does not seem to have as wide of application as the public preference, but a private sector employer may now adopt a veteran hiring preference. Any employer wishing to adopt this preference is encouraged to put the policy in writing and (of course) apply it equally.

Transferability of Military Jobs

Sometimes it's difficult to tell if a veteran's military work experience applies to your organization. Here are three potentially helpful resources:

- The U.S. Department of Labor's **O*Net** has a crosswalk where you can enter the branch and occupation/assignment, and it will return a list of similar private sector positions. See <http://www.onetonline.org/crosswalk/MOC/>
- **Mil2FedJobs** helps federal employers identify the military occupations related to a specific federal job. It also provides information about military careers and terminology to help hiring managers and HR professionals better understand and assess a veteran's education, skills and experience. See <http://www.dllr.state.md.us/mil2fedjobs/>
- Contact the Veteran's Representative at the Bozeman Job Service: (406) 582-9200.

Update on Legislation to Stop the New White Collar Rule

Here is an update on the federal [Protecting Workplace Advancement and Opportunity Act](#) (S. 2707 and H.R. 4773):

S. 2707		H.R. 4773	
5/11/2016	Senate Committee on Small Business and Entrepreneurship. Hearings held. Type of Action: Committee Consideration	3/17/2016	Introduced in House and referred to the House Committee on Education and the Workforce
3/17/2016	Read twice and referred to the Committee on Health, Education, Labor, and Pensions.		