

**State Human Resources Commission
Report/Policy Summary
September 24, 2026**

Title of Policy/Report/Rule: Veterans and National Guard Preference Policy

Link to Current Policy: [Veterans and National Guard Preference Policy](#)

Purpose: State law requires the State to give employment preference for having served in the Armed Forces of the United States on active duty (for reasons other than training). The preference afforded to eligible persons applies in initial employment, subsequent employment, promotions, reassignments, horizontal transfers and reduction in-force situations. The purpose of these proposed changes is to align the policy to the Public Workforce Modernization Act (S.L. 2026-40).

Period Covered (if applicable): The changes become effective when recommended by the State Human Resources Commission and approved by the Governor but not sooner than October 1, 2026.

Summary of Proposed Policy/Report/Rule and Revision(s): Updates the policy to reflect changes to veteran's preference enacted by S.L. 2026-40, which replaces Chapter 126 of the General Statutes with Chapter 126A.

- Extends Veterans' Preference to spouses of active-duty service members of the Armed Forces.
- Removes references to war time and specific war time dates.
- Clarifies when certain components of the preference applied only to the Veteran or National Guard member or to all eligible persons, which include spouses and dependents.
- Clarifies examples of how to apply credit for unrelated military service.
- Updates the policy to use plain language to make it easier to read and understand.

Commission Action Requested: Motion to amend the Veterans and National Guard Preference Policy as presented.

Associated Rule(s) and Statute(s) (if applicable): N.C.G.S. § 126A-5-13 (N.C.G.S. § 126A-57.2 in S.L. 2026-40); N.C.G.S. § 128-15; 25 NCAC 01H .1100

Submitted/Presented by: Clara Hazzard, Talent Acquisition Manager