

Legislative Analysis



CREATE THE PRIVATE EMPLOYER'S VETERANS PREFERENCE POLICY ACT

Mary Ann Cleary, Director
Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 5418 (Substitute H-1)

Sponsor: Rep. David Knezek

Committee: Military and Veterans Affairs

Complete to 11-3-14

A SUMMARY OF HOUSE BILL 5418 AS REPORTED FROM COMMITTEE

House Bill 5418 would create the Private Employer's Veterans' Preference Policy Act to allow private employers to adopt and apply a voluntary veterans' preference employment policy.

Under the bill, the preference policy would need to be in writing and be applied uniformly to employment decisions regarding the hiring and, promotion of veterans, or the retention of veterans during a reduction in the workforce.

The bill defines a "veterans' preference employment policy" to mean a private employer's voluntary preference for hiring, promoting, or retaining a veteran over another equally qualified applicant or employee.

The term "veteran" would refer to an individual who meets one or more of the following: (1) served on active duty with the armed forces of the United States for a period of more than 180 days and was discharged or released with other than a dishonorable discharge; (2) was discharged or released from active duty because of a service-connected disability; or (3) was discharged or released from duty with other than a dishonorable discharge from service as a member of a reserve or national guard component of the armed forces of the U.S. under an order to active duty, excluding active duty for training.

FISCAL IMPACT:

The bill would have no significant impact on units of state or local government.

POSITIONS:

The Department of Military and Veterans Affairs testified in support of the bill. (10-1-14)

American Legion, Marine Corps League, & Commanders Group testified in support of the bill. (10-1-14)

Michigan Chamber supports the bill. (10-1-14)

Michigan Retailers Association supports the bill. (10-1-14)

Military Order of the Purple Heart, supports the bill. (10-1-14)

Vietnam Veterans of American supports the bill. (10-1-14)

Walmart supports the bill. (10-1-14)

Legislative Analyst: E. Best
Fiscal Analyst: Paul Holland

■ This analysis was prepared by nonpartisan House staff for use by House members in their deliberations, and does not constitute an official statement of legislative intent.