

**SUBSTITUTE FOR
HOUSE BILL NO. 5418**

A bill to authorize private employers to adopt and apply a
veterans' preference employment policy.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) This act shall be known and may be cited as the
2 "private employer's veterans' preference policy act".

3 (2) As used in this act:

4 (a) "Private employer" means a sole proprietor, corporation,
5 partnership, limited liability company, or other private entity
6 with 1 or more employees.

7 (b) "Veteran" means an individual who meets 1 or more of the
8 following:

9 (i) Has served on active duty with the armed forces of the
10 United States for a period of more than 180 days and was discharged
11 or released from active duty with other than a dishonorable

1 discharge.

2 (ii) Was discharged or released from active duty with the armed
3 forces of the United States because of a service-connected
4 disability.

5 (iii) Was discharged or released from duty with other than a
6 dishonorable discharge from service as a member of a reserve or
7 national guard component of the armed forces of the United States
8 under an order to active duty, excluding active duty for training.

9 (c) "Veterans' preference employment policy" means a private
10 employer's voluntary preference for hiring, promoting, or retaining
11 a veteran over another equally qualified applicant or employee.

12 Sec. 2. (1) A private employer may adopt and apply a voluntary
13 veterans' preference employment policy.

14 (2) A veterans' preference employment policy shall be in
15 writing and shall be applied uniformly to employment decisions
16 regarding the hiring or promotion of veterans or the retention of
17 veterans during a reduction in the workforce.