

HOUSE BILL No. 5418

March 20, 2014, Introduced by Reps. Knezek, Graves, Santana, Darany, Faris, Hobbs, MacMaster, Brunner, Smiley and Schmidt and referred to the Committee on Military and Veterans Affairs.

A bill to authorize private employers to adopt and apply a veteran's preference employment policy; to create a registry of private employers who have adopted a veteran's preference employment policy; and to provide for the powers and duties of certain state departments and agencies.

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:

1 (i) Has served on active duty with the armed forces of the
2 United States for a period of more than 180 days and was discharged
3 or released from active duty with other than a dishonorable
4 discharge.

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

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

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

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

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

21 Sec. 3. (1) The department of licensing and regulatory affairs
22 shall maintain a registry of private employers in this state that
23 have notified the department that they have adopted a voluntary
24 veterans' preference employment policy.

25 (2) The department of military and veterans affairs and the
26 department of licensing and regulatory affairs shall assist a
27 private employer that has adopted a voluntary veterans' preference

- 1 employment policy in determining whether an applicant or employee
- 2 is a veteran.