

SUBSTITUTE FOR  
HOUSE BILL NO. 5340

A bill to amend 2014 PA 508, entitled  
"Private employer's veterans' preference policy act,"  
by amending section 1 (MCL 35.1201).

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~~

~~or released from active duty with other than a dishonorable discharge.~~

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

~~—— (iii) 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 United States under an order to active duty, excluding active duty for~~

~~training.~~ **AN INDIVIDUAL WHO MEETS BOTH OF THE FOLLOWING:**

**(i) IS A VETERAN AS DEFINED IN SECTION 1 OF 1965 PA 190, MCL 35.61.**

**(ii) SERVED AT LEAST 180 DAYS OF ACTIVE DUTY IN THE ARMED FORCES OF THE UNITED STATES OR HAS A SERVICE-CONNECTED DISABILITY AS A RESULT OF SERVICE IN THE ARMED FORCES OF THE UNITED STATES.**

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

Enacting section 1. This amendatory act takes effect 90 days after the date it is enacted into law.

Enacting section 2. This amendatory act does not take effect unless House Bill No. 5332 of the 98th Legislature is enacted into law.