

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~~

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

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

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

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

11 **(i) IS A VETERAN AS DEFINED IN SECTION 1 OF 1965 PA 190, MCL**  
12 **35.61.**

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

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

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

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