

1 SB269
2 165830-2
3 By Senators Holtzclaw, Williams and Dial
4 RFD: Veterans and Military Affairs
5 First Read: 18-MAR-15

2
3
4
5
6
7
8 SYNOPSIS: Existing law does not provide for a private
9 employer to have a voluntary veterans' preference
10 employment policy.

11 This bill would provide that a private
12 employer may have a written voluntary veterans'
13 preference employment policy.

14
15 A BILL
16 TO BE ENTITLED
17 AN ACT
18

19 Relating to veterans; to provide that a private
20 employer may have a written voluntary veterans' preference
21 employment policy.

22 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

23 Section 1. This act shall be known and may be cited
24 as the Voluntary Veterans' Preference Employment Policy Act.

25 Section 2. As used in this act, the following terms
26 shall have the following meanings:

1 (1) DD 214. A Department of Defense Report of
2 Separation form or its predecessor or successor forms.

3 (2) PRIVATE EMPLOYER. An employer who is not the
4 federal or state government, a school district, or a public
5 institution of higher education.

6 (3) VETERAN. A person who has served on active duty
7 in the United States Armed Forces and was discharged or
8 released with an honorable discharge.

9 (4) VETERANS' PREFERENCE EMPLOYMENT POLICY. A
10 private employer's voluntary preference for hiring, promoting,
11 or retaining a veteran over another qualified applicant or
12 employee.

13 Section 3. (a) A private employer may have a
14 voluntary veterans' preference employment policy which shall:

15 (1) Be in writing.

16 (2) Be applied uniformly to employment decisions
17 regarding hiring, promotion, or retention during a reduction
18 in force.

19 (b) An employer may require that a veteran submit a
20 DD 214 to a private employer with a veterans' preference
21 employment policy to be eligible for the preference.

22 (c) The granting of the preference may not be
23 construed to be a violation of any local or state equal
24 employment opportunity law.

25 (d) The Alabama Department of Veterans' Affairs and
26 the Alabama Department of Labor shall assist a private
27 employer in determining if an applicant is a veteran to the

1 extent permitted by law and in a manner that protects personal
2 privacy consistent with the law.

3 Section 4. This act shall become effective on the
4 first day of the third month following its passage and
5 approval by the Governor, or its otherwise becoming law.