

# HOUSE BILL No. 1159

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 10-17-15.

**Synopsis:** Voluntary veterans' preference employment policy. Provides for a voluntary veterans' preference policy for hiring, promoting, or retaining a veteran in private employment.

**Effective:** July 1, 2015.

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January 12, 2015, read first time and referred to Committee on Veterans Affairs and Public Safety.

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First Regular Session of the 119th General Assembly (2015)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2014 Regular Session and 2014 Second Regular Technical Session of the General Assembly.

# HOUSE BILL No. 1159



A BILL FOR AN ACT to amend the Indiana Code concerning military and veterans.

*Be it enacted by the General Assembly of the State of Indiana:*

1 SECTION 1. IC 10-17-15 IS ADDED TO THE INDIANA CODE  
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2015]:  
4 **Chapter 15. Voluntary Veterans' Preference Employment**  
5 **Policy**  
6 **Sec. 1. As used in this chapter, "DD 214" means a Department**  
7 **of Defense Report of Separation form or its predecessor or**  
8 **successor form.**  
9 **Sec. 2. As used in this chapter, "private employer" means a sole**  
10 **proprietor, corporation, partnership, limited liability company, or**  
11 **other entity with one (1) or more employees. The term does not**  
12 **include:**  
13 (1) the state;  
14 (2) a subdivision of the state, such as a municipality, county,  
15 township, parish, or school district; or



1           (3) a public institution of higher education.

2           **Sec. 3. As used in this chapter, "veteran" means an individual**  
3 **who:**

4           (1) has served in:

5               (A) the United States armed forces or their reserves;

6               (B) the Indiana Army National Guard; or

7               (C) the Indiana Air National Guard; and

8           (2) received an honorable discharge from the armed services.

9           **Sec. 4. As used in this chapter, "veterans' preference**  
10 **employment policy" means a private employer's voluntary**  
11 **veterans' preference employment policy that gives preference for**  
12 **hiring, promoting, or retaining a veteran over another qualified**  
13 **applicant or employee.**

14           **Sec. 5. A private employer may have a veterans' preference**  
15 **employment policy.**

16           **Sec. 6. A veterans' preference employment policy under this**  
17 **chapter must be in writing and applied uniformly to employment**  
18 **decisions regarding hiring, promotion, or retention during a**  
19 **reduction in force.**

20           **Sec. 7. A private employer with a veterans' preference**  
21 **employment policy may require that a veteran submit a DD 214 to**  
22 **the private employer to be eligible for the preference.**

23           **Sec. 8. Granting preference under this chapter does not violate**  
24 **any local or state equal employment opportunity laws.**

25           **Sec. 9. The Indiana department of veterans' affairs and the**  
26 **department of workforce development shall assist a private**  
27 **employer in determining if an applicant is a veteran in a manner**  
28 **that protects personal privacy consistent with applicable privacy**  
29 **laws and regulations.**

