

1 STATE OF OKLAHOMA

2 1st Session of the 55th Legislature (2015)

3 HOUSE BILL 1752

By: Newell

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6 AS INTRODUCED

7 An Act relating to labor; creating the Voluntary
8 Veterans' Preference Employment Policy Act; defining
9 terms; authorizing employer to have a voluntary
10 veterans' preference employment policy; providing
11 requirements of the policy; authorizing employer to
12 require certain documents; providing that granting
13 certain preferences does not violate certain laws;
14 requiring Oklahoma Department of Veteran Affairs to
15 provide certain assistance; providing for
16 codification; and providing an effective date.

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BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified
in the Oklahoma Statutes as Section 801 of Title 40, unless there is
created a duplication in numbering, reads as follows:

A. This act shall be known and may be cited as the "Voluntary
Veterans' Preference Employment Policy Act".

B. As used in this section:

1. "DD 214" means a Department of Defense Report of Separation
form or its predecessor or successor forms;

2. "Private employer" means a sole proprietor, corporation,
partnership, limited liability company or other entity with one (1)

1 or more employees. It does not include the state or a political
2 subdivision of the state such as a municipality, county, township or
3 school district;

4 3. "Veteran" means a person who served on active duty in the
5 Armed Forces and was discharged or released with an honorable
6 discharge; and

7 4. "Veterans' preference employment policy" means a private
8 employer's voluntary preference for hiring, promoting or retaining a
9 veteran over another qualified applicant or employee.

10 C. A private employer may have a voluntary veterans' preference
11 employment policy. The veterans' preference employment policy shall
12 be:

13 1. In writing; and

14 2. Applied uniformly to employment decisions regarding hiring,
15 promotion or retention during a reduction in force.

16 D. An employer may require that a veteran submit a DD 214 to a
17 private employer with a veterans' preference employment policy to be
18 eligible for the preference.

19 E. Granting preference pursuant to this section does not
20 violate any local or state equal employment opportunity law,
21 including, but not limited to, Article 3, Chapter 21 of Title 25 of
22 the Oklahoma Statutes.

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1 F. The Oklahoma Department of Veteran Affairs shall assist a
2 private employer in determining if an applicant is a veteran in a
3 manner that protects personal privacy.

4 SECTION 2. This act shall become effective November 1, 2015.

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