

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 55th Legislature (2015)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 1752

By: Newell of the House

and

Simpson of the Senate

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10 COMMITTEE SUBSTITUTE

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

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

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

24 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 1. "Private employer" means a sole proprietor, corporation,
2 partnership, limited liability company or other entity with one (1)
3 or more employees. It does not include the state or a political
4 subdivision of the state such as a municipality, county, township or
5 school district;

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

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

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

15 1. In writing; and

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

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

22 E. The Oklahoma Department of Veteran Affairs shall assist a
23 private employer in determining if an applicant is a veteran in a
24 manner that protects personal privacy.

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

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3 COMMITTEE REPORT BY: COMMITTEE ON VETERANS AND MILITARY AFFAIRS,
4 dated 02/11/2015 - DO PASS, As Amended and Coauthored.
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