

1 **SENATE FLOOR VERSION**

2 March 26, 2015

3 ENGROSSED HOUSE
4 BILL NO. 1752

By: Newell, Hoskin and Sherrer
of the House

5 and

6 Simpson of the Senate

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

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

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

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

24 B. As used in this section:

1. "Private employer" means a sole proprietor, corporation,
partnership, limited liability company or other entity with one or
more employees. It does not include the state or a political

1 subdivision of the state such as a municipality, county, township or
2 school district;

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

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

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

12 1. In writing; and

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

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

19 E. The Oklahoma Department of Veterans Affairs shall assist a
20 private employer in determining if an applicant is a veteran in a
21 manner that protects personal privacy.

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

23 COMMITTEE REPORT BY: COMMITTEE ON BUSINESS AND COMMERCE
24 March 26, 2015 - DO PASS