

**VETERANS PREFERENCE IN PRIVATE EMPLOYMENT**

2019 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Jacob L. Anderegg**

House Sponsor: Val L. Peterson

---

---

**LONG TITLE**

**General Description:**

This bill provides that private employers who provide a veterans preference may extend that preference to the spouses of veterans.

**Highlighted Provisions:**

This bill:

- ▶ allows private employers to extend veterans preference to spouses of veterans.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**34-50-103**, as last amended by Laws of Utah 2016, Chapter 230

---

---

*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **34-50-103** is amended to read:

**34-50-103. Voluntary veterans preference employment policy -- Private employment -- Antidiscrimination requirements.**

(1) A private sector employer may create a veterans employment preference policy that may also apply to a veteran's spouse.

(2) The veterans employment preference policy shall be:

(a) in writing; and

30 (b) applied uniformly to employment decisions regarding hiring, promotion, or  
31 retention including during a reduction in force.

32 (3) A private employer may require a veteran to submit a discharge document form to  
33 be eligible for the preference. If the applicant is the spouse of a veteran, the employer may  
34 require that the spouse submit the veteran's discharge document.

35 (4) A private employer's veterans employment preference policy shall be publicly  
36 posted by the employer at the place of employment or on the Internet if the employer has a  
37 website or uses the Internet to advertise employment opportunities.