

1 STATE OF OKLAHOMA

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

3 SENATE BILL 422

By: Loveless

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6 AS INTRODUCED

7 An Act relating to labor; creating the Voluntary  
8 Veterans' Preference Act; providing short title;  
9 permitting an employer voluntary veterans' preference  
10 employment policy; defining terms; requiring certain  
policy be in writing and uniformly applied; requiring  
11 certain documents be submitted to employer; providing  
12 for codification; and providing an effective date.

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

14 SECTION 1. NEW LAW A new section of law to be codified  
15 in the Oklahoma Statutes as Section 1314 of Title 25, unless there  
16 is created a duplication in numbering, reads as follows:

17 This act shall be known as and may be cited as the "Voluntary  
18 Veterans' Preference Act".

19 SECTION 2. NEW LAW A new section of law to be codified  
20 in the Oklahoma Statutes as Section 1314.1 of Title 25, unless there  
21 is created a duplication in numbering, reads as follows:

22 A. For purposes of this act, unless the context requires  
23 otherwise:  
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1 1. "DD 214" means a Department of Defense Report of Separation  
2 Form or its predecessor or successor forms;

3 2. "Veterans' preference employment policy" means an employer's  
4 voluntary preference for hiring, promoting or retaining a veteran;  
5 and

6 3. "Veteran" means a person who has been honorably discharged  
7 from the Armed Forces of the United States.

8 B. An employer may have a voluntary veterans' preference  
9 employment policy.

10 C. The veterans' preference employment policy:

11 1. Shall be in writing; and

12 2. Shall be applied uniformly to employment decisions regarding  
13 the hiring, promotion, or retention during a reduction in force.

14 D. A veteran shall submit a DD 214 of the veteran to an  
15 employer with a veterans' preference employment policy to be  
16 eligible for the preference.

17 SECTION 3. This act shall become effective November 1, 2015.

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