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H.807

Introduced by Representatives Grad of Moretown, Canfield of Fair Haven,
Donovan of Burlington, Partridge of Windham, Ram of
Burlington, Strong of Albany, and Tate of Mendon

Referred to Committee on

Date:

Subject: Internal security and public safety; rights and preferences of veterans

Statement of purpose of bill as introduced: This bill proposes to permit private
employers to enact a policy that provides a preference in hiring or promotion to
a veteran or the spouse of a veteran that has suffered a permanent, total
disability.

An act relating to veterans' preference hiring policies

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 20 V.S.A. § 1549 is added to read:

§ 1549. VETERANS' PREFERENCE IN PRIVATE EMPLOYMENT

(a)(1) A private employer may adopt an employment policy that provides a
preference in hiring or promotion, or both, to a veteran.

(2) A private employer may adopt an employment policy that provides a
preference in hiring or promotion, or both, to the spouse of a veteran who has
suffered a service-connected permanent, total disability.

1 (b) A policy adopted under this section shall:

2 (1) be in writing; and

3 (2) be uniformly applied to employment decisions regarding hiring and
4 promotion.

5 (c) A private employer may require that a veteran submit a Department
6 of Defense DD Form 214 or similar documentation of separation from the
7 U.S. Armed Forces to be eligible for a preference in hiring or promotion
8 pursuant to this section.

9 (d) As used in this section, “veteran” means an individual that served on
10 active duty in the U.S. Armed Forces and received an honorable discharge or
11 general discharge.

12 (e) Notwithstanding any other law to the contrary, a preference provided
13 pursuant to this section shall not be a violation of any State or local equal
14 employment opportunity law.

15 Sec. 2. EFFECTIVE DATE

16 This act shall take effect on July 1, 2016.