

1 SB269
2 165830-3
3 By Senators Holtzclaw, Williams and Dial
4 RFD: Veterans and Military Affairs
5 First Read: 18-MAR-15

1 SB269

2
3
4 ENROLLED, An Act,

5 Relating to veterans; to provide that a private
6 employer may have a written voluntary veterans' preference
7 employment policy.

8 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

9 Section 1. This act shall be known and may be cited
10 as the Voluntary Veterans' Preference Employment Policy Act.

11 Section 2. As used in this act, the following terms
12 shall have the following meanings:

13 (1) DD 214. A Department of Defense Report of
14 Separation form or its predecessor or successor forms.

15 (2) PRIVATE EMPLOYER. An employer who is not the
16 federal or state government, a school district, or a public
17 institution of higher education.

18 (3) VETERAN. A person who has served on active duty
19 in the United States Armed Forces and was discharged or
20 released with an honorable discharge.

21 (4) VETERANS' PREFERENCE EMPLOYMENT POLICY. A
22 private employer's voluntary preference for hiring, promoting,
23 or retaining a veteran over another qualified applicant or
24 employee.

1 Section 3. (a) A private employer may have a
2 voluntary veterans' preference employment policy which shall:

3 (1) Be in writing.

4 (2) Be applied uniformly to employment decisions
5 regarding hiring, promotion, or retention during a reduction
6 in force.

7 (b) An employer may require that a veteran submit a
8 DD 214 to a private employer with a veterans' preference
9 employment policy to be eligible for the preference.

10 (c) The granting of the preference may not be
11 construed to be a violation of any local or state equal
12 employment opportunity law.

13 (d) The Alabama Department of Veterans' Affairs and
14 the Alabama Department of Labor shall assist a private
15 employer in determining if an applicant is a veteran to the
16 extent permitted by law and in a manner that protects personal
17 privacy consistent with the law.

18 Section 4. This act shall become effective on the
19 first day of the third month following its passage and
20 approval by the Governor, or its otherwise becoming law.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

President and Presiding Officer of the Senate

Speaker of the House of Representatives

SB269

Senate 16-APR-15

I hereby certify that the within Act originated in and passed the Senate.

Patrick Harris
Secretary

House of Representatives
Passed: 28-MAY-15

By: Senator Holtzclaw