

State of Arizona  
House of Representatives  
Fifty-second Legislature  
First Regular Session  
2015

**CHAPTER 202**  
**HOUSE BILL 2094**

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARIZONA REVISED STATUTES, BY ADDING ARTICLE 16;  
RELATING TO THE VOLUNTARY VETERANS' PREFERENCE EMPLOYMENT POLICY.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:  
2 Section 1. Title 23, chapter 2, Arizona Revised Statutes, is amended  
3 by adding article 16, to read:  
4 ARTICLE 16. VOLUNTARY VETERANS'  
5 PREFERENCE EMPLOYMENT POLICY  
6 23-495. Definitions  
7 IN THIS ARTICLE, UNLESS THE CONTEXT OTHERWISE REQUIRES:  
8 1. "DD-214" MEANS A UNITED STATES DEPARTMENT OF DEFENSE REPORT OF  
9 SEPARATION FORM OR ITS PREDECESSOR OR SUCCESSOR FORMS.  
10 2. "PRIVATE EMPLOYER" MEANS A SOLE PROPRIETOR, CORPORATION,  
11 PARTNERSHIP, LIMITED LIABILITY COMPANY OR OTHER ENTITY WITH ONE OR MORE  
12 EMPLOYEES. PRIVATE EMPLOYER DOES NOT INCLUDE THIS STATE, A POLITICAL  
13 SUBDIVISION OF THIS STATE OR A PUBLIC INSTITUTION OF HIGHER EDUCATION.  
14 3. "VETERAN" MEANS A PERSON WHO SERVED ON ACTIVE DUTY IN THE UNITED  
15 STATES ARMED FORCES AND WHO WAS DISCHARGED OR RELEASED UNDER HONORABLE  
16 CONDITIONS.  
17 4. "VETERANS' PREFERENCE EMPLOYMENT POLICY" MEANS A PRIVATE EMPLOYER'S  
18 VOLUNTARY PREFERENCE FOR HIRING, PROMOTING OR RETAINING A VETERAN OVER  
19 ANOTHER QUALIFIED APPLICANT OR EMPLOYEE.  
20 23-495.01. Voluntary veterans' performance employment policy;  
21 private employers; eligibility  
22 A. A PRIVATE EMPLOYER MAY ADOPT A VOLUNTARY VETERANS' PREFERENCE  
23 EMPLOYMENT POLICY.  
24 B. THE VETERANS' PREFERENCE EMPLOYMENT POLICY SHALL BE IN WRITING AND  
25 APPLIED UNIFORMLY TO EMPLOYMENT DECISIONS REGARDING HIRING, PROMOTION OR  
26 RETENTION DURING A REDUCTION IN FORCE.  
27 C. A PRIVATE EMPLOYER WITH A VETERANS' PREFERENCE EMPLOYMENT POLICY  
28 MAY REQUIRE THAT A VETERAN SUBMIT A DD-214 TO BE ELIGIBLE FOR THE PREFERENCE.  
29 Sec. 2. Legislative findings  
30 The legislature finds that title 23, chapter 2, article 16, Arizona  
31 Revised Statutes, does not violate any local or state equal employment  
32 opportunity laws, including title 41, chapter 9, article 4, Arizona Revised  
33 Statutes.  
34 Sec. 3. Short title  
35 Title 23, chapter 2, article 16, Arizona Revised Statutes, may be cited  
36 as the "Voluntary Veterans' Preference Employment Policy Act".

APPROVED BY THE GOVERNOR APRIL 6, 2015.

FILED IN THE OFFICE OF THE SECRETARY OF STATE APRIL 7, 2015.