

An Act

ENROLLED SENATE
BILL NO. 195

By: Simpson, Pittman, Shortey
and Sharp of the Senate

and

Newell and Hoskin of the
House

An Act relating to labor; creating the Voluntary Veterans' Preference Employment Policy Act; providing short title; defining terms; authorizing private employers to have voluntary veterans' preference employment policies; stating requirements; providing procedures; providing that granting of preference not deemed in violation of certain provisions; stating duty of Department of Veterans Affairs; providing for codification; and providing an effective date.

SUBJECT: Veterans' preference

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

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 801 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. This section shall be known and may be cited as the "Voluntary Veterans' Preference Employment Policy Act".

B. As used in this section:

1. "DD 214" means United States Department of Defense Form 214 or a similarly effective form issued by the Department relating to separation from military service;

2. "Private employer" means a business entity in the private sector of this state with one or more employees;

3. "Veteran" means a person who served on active duty in the Armed Forces of the United States who was discharged or released with an honorable discharge; and

4. "Veterans' preference employment policy" means a private employer's voluntary preference for hiring, promoting or retaining a veteran over another qualified applicant or employee.

C. A private employer may have a voluntary veterans' preference employment policy. The policy:

1. Shall be in writing; and

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

D. An employer may require that a veteran submit a DD 214 to a private employer with a veterans' preference employment policy to be eligible for the preference.

E. The granting of a veterans' preference pursuant to the provisions of this section shall not be deemed to violate any local or state equal employment opportunity law or regulation.

F. The Department of Veterans Affairs shall assist any private employer in determining if an applicant is a veteran to the extent permitted by law.

SECTION 2. This act shall become effective November 1, 2015.

Passed the Senate the 3rd day of March, 2015.

Eddie Fiebel
Presiding Officer of the Senate

Passed the House of Representatives the 7th day of April, 2015.

B. Harold Wright
Presiding Officer of the House
of Representatives

OFFICE OF THE GOVERNOR

Received by the Office of the Governor this 8th
day of April, 20 15, at 3:11 o'clock P M.
By: Audrey Rockwell

Approved by the Governor of the State of Oklahoma this 10th
day of April, 20 15, at 9:50 o'clock A M.

Mary Fallin
Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this 10th
day of April, 20 15, at 1:48 o'clock P. M.
By: Chris Morrison