

VETERANS PREFERENCE IN PRIVATE EMPLOYMENT

2019 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Jacob L. Anderegg

House Sponsor: Val L. Peterson

LONG TITLE

General Description:

This bill provides that private employers who provide a veterans preference may extend that preference to the spouses of veterans.

Highlighted Provisions:

This bill:

- ▶ allows private employers to extend veterans preference to spouses of veterans.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

34-50-103, as last amended by Laws of Utah 2016, Chapter 230

Be it enacted by the Legislature of the state of Utah:

Section 1. Section **34-50-103** is amended to read:

34-50-103. Voluntary veterans preference employment policy -- Private employment -- Antidiscrimination requirements.

(1) A private sector employer may create a veterans employment preference policy that may also apply to a veteran's spouse.

(2) The veterans employment preference policy shall be:

(a) in writing; and

30 (b) applied uniformly to employment decisions regarding hiring, promotion, or
31 retention including during a reduction in force.

32 (3) A private employer may require a veteran to submit a discharge document form to
33 be eligible for the preference. If the applicant is the spouse of a veteran, the employer may
34 require that the spouse submit the veteran's discharge document.

35 (4) A private employer's veterans employment preference policy shall be publicly
36 posted by the employer at the place of employment or on the Internet if the employer has a
37 website or uses the Internet to advertise employment opportunities.