

**VETERANS PREFERENCE IN PRIVATE EMPLOYMENT**

2020 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Todd Weiler**

House Sponsor: Craig Hall

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**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 2019, Chapter 489

**34-50-105**, as enacted by Laws of Utah 2015, Chapter 263

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*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:

30 (a) in writing; and

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

33 (3) A private employer may require a veteran to submit a discharge document form or  
34 proof of current service in the armed forces to be eligible for the preference. If the applicant is  
35 the spouse of a veteran, the employer may require that the spouse submit the veteran's  
36 discharge document or proof of current service in the armed forces.

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

40 Section 2. Section **34-50-105** is amended to read:

41 **34-50-105. Verification of eligibility.**

42 The department and the Department of Workforce Services may assist, as permitted  
43 under state and federal laws governing privacy, a private employer in verifying if an applicant  
44 is [~~a veteran~~.]:

45 (1) a veteran or currently serving member of the armed forces; or

46 (2) a spouse of a veteran or currently serving member of the armed forces.