

**VETERANS PREFERENCE IN PRIVATE EMPLOYMENT**

2020 GENERAL SESSION

STATE OF UTAH

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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:

(a) in writing; and

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

(3) A private employer may require a veteran to submit a discharge document form or proof of current service in the Armed Forces to be eligible for the preference. If the applicant is

33 the spouse of a veteran, the employer may require that the spouse submit the veteran's  
34 discharge document or proof of current service in the Armed Forces.

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.

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

39 **34-50-105. Verification of eligibility.**

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

43 (1) a veteran or currently serving member of the Armed Forces; or

44 (2) a spouse of a veteran or currently serving member of the Armed Forces.