

**Effective 5/12/2015**

**Chapter 50  
Veterans Preference in Private Employment Act**

**34-50-101 Title.**

This chapter is known as the "Veterans Preference in Private Employment Act."

Enacted by Chapter 263, 2015 General Session

**34-50-102 Definitions.**

As used in this chapter:

- (1) "Department" means the same as that term is defined in Section 71-11-2.
- (2) "Discharge document" means a document received by a servicemember upon separation from military service, including:
  - (a) a DD 214, United States Department of Defense Certificate of Release or Discharge from Active Duty;
  - (b) a DD 256, United States Department of Defense Honorable Discharge Certificate;
  - (c) a DD 257, United States General Discharge Certificate; or
  - (d) an NGB 22, Utah National Guard Certificate of Release or Discharge.
- (3) "Preference eligible" means the same as that term is defined in Section 71-10-1.
- (4) "Private employer" means the same as that term is defined in Section 63G-12-102.
- (5) "Veteran" means the same as that term is defined in Section 68-3-12.5.

Amended by Chapter 230, 2016 General Session

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

- (1) A private sector employer may create a veterans employment preference policy.
- (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 to be eligible for the preference.
- (4) A private employer's veterans employment preference policy shall be publicly posted by the employer at the place of employment or on the Internet if the employer has a website or uses the Internet to advertise employment opportunities.

Amended by Chapter 230, 2016 General Session

**34-50-104 Antidiscrimination act.**

The granting of a veterans preference by a private employer in accordance with this chapter is not a violation of:

- (1) Title 34A, Chapter 5, Utah Antidiscrimination Act; or
- (2) any other state or local equal employment opportunity law.

Enacted by Chapter 263, 2015 General Session

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

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

Enacted by Chapter 263, 2015 General Session