

1 **VETERANS PREFERENCE IN PRIVATE EMPLOYMENT**

2 2020 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Todd Weiler**

5 House Sponsor: Craig Hall

6

LONG TITLE

7 **Committee Note:**

8 The Veterans and Military Affairs Commission recommended this bill.

9 Membership: 5 legislators 18 non-legislators

10 Legislative Vote: 4 voting for 0 voting against 1 absent

11 **General Description:**

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

14 **Highlighted Provisions:**

15 This bill:

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

17 **Money Appropriated in this Bill:**

18 None

19 **Other Special Clauses:**

20 None

21 **Utah Code Sections Affected:**

22 **AMENDS:**

23 **34-50-103**, as last amended by Laws of Utah 2019, Chapter 489

24 **34-50-105**, as enacted by Laws of Utah 2015, Chapter 263

25

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



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

29 **34-50-103. Voluntary veterans preference employment policy -- Private**
30 **employment -- Antidiscrimination requirements.**

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

33 (2) The veterans employment preference policy shall be:

34 (a) in writing; and

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

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

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

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

45 **34-50-105. Verification of eligibility.**

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

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

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