

1 ENGROSSED SENATE  
2 BILL NO. 195

By: Simpson, Pittman, and  
Shortey of the Senate

3 and

4 Newell of the House

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6  
7 An Act relating to labor; creating the Voluntary  
8 Veterans' Preference Employment Policy Act; providing  
9 short title; defining terms; authorizing private  
10 employers to have voluntary veterans' preference  
11 employment policies; stating requirements; providing  
12 procedures; providing that granting of preference not  
13 deemed in violation of certain provisions; stating  
14 duty of Department of Veterans Affairs; providing for  
15 codification; and providing an effective date.

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18 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

19 SECTION 1. NEW LAW A new section of law to be codified  
20 in the Oklahoma Statutes as Section 801 of Title 40, unless there is  
21 created a duplication in numbering, reads as follows:

22 A. This section shall be known and may be cited as the  
23 "Voluntary Veterans' Preference Employment Policy Act".

24 B. As used in this section:

1. "DD 214" means United States Department of Defense Form 214  
or a similarly effective form issued by the Department relating to  
separation from military service;

1           2. "Private employer" means a business entity in the private  
2 sector of this state with one or more employees;

3           3. "Veteran" means a person who served on active duty in the  
4 Armed Forces of the United States who was discharged or released  
5 with an honorable discharge; and

6           4. "Veterans' preference employment policy" means a private  
7 employer's voluntary preference for hiring, promoting or retaining a  
8 veteran over another qualified applicant or employee.

9           C. A private employer may have a voluntary veterans' preference  
10 employment policy. The policy:

11           1. Shall be in writing; and

12           2. Shall be applied uniformly to employment decisions regarding  
13 hiring, promotion or retention during a reduction in force.

14           D. An employer may require that a veteran submit a DD 214 to a  
15 private employer with a veterans' preference employment policy to be  
16 eligible for the preference.

17           E. The granting of a veterans' preference pursuant to the  
18 provisions of this section shall not be deemed to violate any local  
19 or state equal employment opportunity law or regulation.

20           F. The Department of Veterans Affairs shall assist any private  
21 employer in determining if an applicant is a veteran to the extent  
22 permitted by law.

23           SECTION 2. This act shall become effective November 1, 2015.  
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