

1 1. "Private employer" means a sole proprietor, corporation,
2 partnership, limited liability company or other entity with one (1)
3 or more employees. It does not include the state or a political
4 subdivision of the state such as a municipality, county, township or
5 school district;

6 2. "Veteran" means a person who served on active duty in the
7 Armed Forces and was discharged or released with an honorable
8 discharge; and

9 3. "Veterans' preference employment policy" means a private
10 employer's voluntary preference for hiring, promoting or retaining a
11 veteran over another qualified applicant or employee.

12 C. A private employer may have a voluntary veterans' preference
13 employment policy. The veterans' preference employment policy shall
14 be:

15 1. In writing; and

16 2. Applied uniformly to employment decisions regarding hiring,
17 promotion or retention during a reduction in force.

18 D. Granting preference pursuant to this section does not
19 violate any local or state equal employment opportunity law,
20 including, but not limited to, Article 3, Chapter 21 of Title 25 of
21 the Oklahoma Statutes.

22 E. The Oklahoma Department of Veteran Affairs shall assist a
23 private employer in determining if an applicant is a veteran in a
24 manner that protects personal privacy.

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

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3 COMMITTEE REPORT BY: COMMITTEE ON VETERANS AND MILITARY AFFAIRS,
4 dated 02/11/2015 - DO PASS, As Amended and Coauthored.
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