

STATE OF OKLAHOMA

1st Session of the 55th Legislature (2015)

HOUSE BILL 1752

By: Newell

AS INTRODUCED

An Act relating to labor; creating the Voluntary Veterans' Preference Employment Policy Act; defining terms; authorizing employer to have a voluntary veterans' preference employment policy; providing requirements of the policy; authorizing employer to require certain documents; providing that granting certain preferences does not violate certain laws; requiring Oklahoma Department of Veteran Affairs to provide certain assistance; providing for codification; and providing an effective date.

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

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

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

B. As used in this section:

1. "DD 214" means a Department of Defense Report of Separation form or its predecessor or successor forms;

2. "Private employer" means a sole proprietor, corporation, partnership, limited liability company or other entity with one (1)

1 or more employees. It does not include the state or a political
2 subdivision of the state such as a municipality, county, township or
3 school district;

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

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

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

13 1. In writing; and

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

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

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

1 F. The Oklahoma Department of Veteran Affairs shall assist a
2 private employer in determining if an applicant is a veteran in a
3 manner that protects personal privacy.

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

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