



Senate Fiscal Agency
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House Bill 5418 (Substitute H-3 as passed by the House)
Sponsor: Representative David Knezek
House Committee: Military and Veterans Affairs
Senate Committee: Veterans, Military Affairs and Homeland Security

Date Completed: 12-15-14

CONTENT

The bill would create the "Private Employer's Veterans' Preference Policy Act" to authorize private employers to offer a hiring, promotion, or retention preference to military veterans.

Specifically, the bill would allow a private employer to adopt and apply a voluntary veterans' preference employment policy. The bill would define "veterans' preference employment policy" as a private employer's voluntary preference for hiring, promoting, or retaining a veteran over another equally qualified applicant or employee. The policy would have to be in writing and be applied uniformly to employment decisions regarding the hiring or promotion of veterans, or the retention of veterans during a reduction in the workforce.

"Private employer" would mean a sole proprietor, corporation, partnership, limited liability company, or other private entity with one or more employees.

"Veteran" would mean an individual who meets one or more of the following:

- Served on active duty with the U.S. Armed Forces for a period of more than 180 days and was discharged or released from active duty with other than a dishonorable discharge.
- Was discharged or released from active duty with the U.S. Armed Forces because of a service-connected disability.
- Was discharged or released from duty with other than a dishonorable discharge from service as a member of a reserve or National Guard component of the U.S. Armed Forces under an order to active duty, excluding active duty for training.

Legislative Analyst: Patrick Affholter

FISCAL IMPACT

The bill would have no fiscal impact on State or local government.

Fiscal Analyst: Bruce Baker

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