

BILL ANALYSIS

Senate Research Center
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H.B. 3547
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Veteran Affairs & Military Installations
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Engrossed

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

Many in Texas are attempting to make full employment of veterans a priority. Although Texas' unemployment rates rank among the nation's lowest, interested parties note that public and private entities are eager to use more tools to employ veterans. According to the parties, as more veterans return home to Texas from overseas conflicts, many private businesses have indicated a desire to contribute to lowering the veteran unemployment rate and have shown interest in the possibility of adopting employment policies that favor veterans during the hiring and promotion processes. H.B. 3547 seeks to address this issue by prioritizing the hiring and promotion of veterans in Texas.

H.B. 3547 amends current law relating to a voluntary veteran's employment preference for private employers.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Subtitle A, Title 2, Labor Code, by adding Chapter 23, as follows:

CHAPTER 23. VOLUNTARY VETERAN'S EMPLOYMENT PREFERENCE FOR PRIVATE EMPLOYERS

Sec. 23.001. DEFINITION. Defines "veteran."

Sec. 23.002. VOLUNTARY PREFERENCE POLICY. (a) Authorizes a private employer to adopt a policy under which the employer may give a preference in employment decisions regarding hiring, promotion, or retention to a veteran over another qualified applicant or employee.

(b) Requires that a policy adopted under this section be in writing.

Sec. 23.003. APPLICATION OF POLICY. (a) Requires a private employer to apply any policy adopted under this chapter reasonably and in good faith in employment decisions regarding hiring, promotion, or retention during a reduction in the employer's workforce.

(b) Authorizes a private employer to require appropriate documentation from a veteran for the veteran to be eligible for the preference under a policy adopted under this chapter.

(c) Provides that granting a preference in accordance with a policy adopted under this chapter does not violate Chapter 21 (Employment Discrimination).

SECTION 2. Makes application of this Act prospective.

SECTION 3. Effective date: September 1, 2015.