

By: Larson, Button, Farias, Blanco, Villalba

H.B. No. 3547

A BILL TO BE ENTITLED

AN ACT

relating to a voluntary veteran's employment preference for private employers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subtitle A, Title 2, Labor Code, is amended by adding Chapter 23 to read as follows:

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

Sec. 23.001. DEFINITION. In this chapter, "veteran" means an individual who:

(1) has served on active duty in the armed forces of the United States; and

(2) was honorably discharged from military service.

Sec. 23.002. VOLUNTARY PREFERENCE POLICY. (a) A private employer may 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) A policy adopted under this section must be in writing.

Sec. 23.003. APPLICATION OF POLICY. (a) A private employer shall 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) A private employer may require appropriate

1 documentation from a veteran for the veteran to be eligible for the
2 preference under a policy adopted under this chapter.

3 (c) Granting a preference in accordance with a policy
4 adopted under this chapter does not violate Chapter 21.

5 SECTION 2. The change in law made by this Act applies only
6 to an employment decision made on or after the effective date of
7 this Act. An employment decision made before the effective date of
8 this Act is governed by the law in effect on the date the decision
9 was made, and the former law is continued in effect for that
10 purpose.

11 SECTION 3. This Act takes effect September 1, 2015.