

1 AN ACT

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

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

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

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

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

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

13 (2) was honorably discharged from military service.

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

19 (b) A policy adopted under this section must be in writing.

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

24 (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.

President of the Senate

Speaker of the House

I certify that H.B. No. 3547 was passed by the House on May 8, 2015, by the following vote: Yeas 130, Nays 12, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 3547 was passed by the Senate on May 26, 2015, by the following vote: Yeas 31, Nays 0.

Secretary of the Senate

APPROVED: _____

Date

Governor