

By: Larson

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 gives 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) An employer shall apply any policy adopted under this chapter uniformly in employment decisions regarding hiring, promotion, or retention during a reduction in the employer's workforce.

(b) An employer may require appropriate documentation from

1 a veteran for the veteran to be eligible for the preference under a
2 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.