

1-1 By: Larson, et al. (Senate Sponsor - Campbell) H.B. No. 3547
1-2 (In the Senate - Received from the House May 11, 2015;
1-3 May 12, 2015, read first time and referred to Committee on Veteran
1-4 Affairs and Military Installations; May 21, 2015, reported
1-5 favorably by the following vote: Yeas 6, Nays 0; May 21, 2015, sent
1-6 to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
1-9	<u>Campbell</u>	X		
1-10	<u>Burton</u>	X		
1-11	<u>Birdwell</u>	X		
1-12	<u>Garcia</u>	X		
1-13	<u>Hall</u>	X		
1-14	<u>Lucio</u>	X		
1-15	<u>Rodríguez</u>		X	

1-16 A BILL TO BE ENTITLED
1-17 AN ACT

1-18 relating to a voluntary veteran's employment preference for private
1-19 employers.

1-20 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-21 SECTION 1. Subtitle A, Title 2, Labor Code, is amended by
1-22 adding Chapter 23 to read as follows:

1-23 CHAPTER 23. VOLUNTARY VETERAN'S EMPLOYMENT PREFERENCE FOR PRIVATE
1-24 EMPLOYERS

1-25 Sec. 23.001. DEFINITION. In this chapter, "veteran" means
1-26 an individual who:

1-27 (1) has served on active duty in the armed forces of
1-28 the United States; and

1-29 (2) was honorably discharged from military service.

1-30 Sec. 23.002. VOLUNTARY PREFERENCE POLICY. (a) A private
1-31 employer may adopt a policy under which the employer may give a
1-32 preference in employment decisions regarding hiring, promotion, or
1-33 retention to a veteran over another qualified applicant or
1-34 employee.

1-35 (b) A policy adopted under this section must be in writing.

1-36 Sec. 23.003. APPLICATION OF POLICY. (a) A private employer
1-37 shall apply any policy adopted under this chapter reasonably and in
1-38 good faith in employment decisions regarding hiring, promotion, or
1-39 retention during a reduction in the employer's workforce.

1-40 (b) A private employer may require appropriate
1-41 documentation from a veteran for the veteran to be eligible for the
1-42 preference under a policy adopted under this chapter.

1-43 (c) Granting a preference in accordance with a policy
1-44 adopted under this chapter does not violate Chapter 21.

1-45 SECTION 2. The change in law made by this Act applies only
1-46 to an employment decision made on or after the effective date of
1-47 this Act. An employment decision made before the effective date of
1-48 this Act is governed by the law in effect on the date the decision
1-49 was made, and the former law is continued in effect for that
1-50 purpose.

1-51 SECTION 3. This Act takes effect September 1, 2015.

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