

State Veterans' Preference Laws for Private Sector Employers

(Updated as of July 2016)

State	Citation	Effective Date	Major Provisions	Important Definitions
Arizona	Voluntary Veterans' Preference Employment Policy Act, HB 2094	July 3, 2015	a. A private employer may adopt a voluntary veterans' preference employment policy. b. The veterans' preference employment policy shall be in writing and applied uniformly to employment decisions regarding hiring, promotion or retention during a reduction in force. c. A private employer with a veterans' preference employment policy may require that a veteran submit a DD-214 to be eligible for the preference.	"Veteran" means a person who served on active duty in the United States Armed Forces and who was discharged or released under honorable conditions.
Arkansas	Voluntary Veterans' Preference Employment Policy Act, Ark. Code Ann. 11-15-101 - 11-15-105* *To read the Arkansas Code Section referenced, please follow the link to the free LexisNexis database and locate Title 11, Chapter 15.	August 17, 2013	(a) (1) A private employer or local government employer may have a voluntary veterans' preference employment policy. (2) The veterans' preference employment policy: (A) Shall be in writing; (B) Shall be applied uniformly to employment decisions regarding the hiring, promotion, or retention during a reduction in force; and (C) May be modeled after §§ 21-3-302 (d)-(g) and 21-3-303 et seq. (Veterans' Preference for Public Employment) (b) A veteran, spouse of a disabled veteran, or surviving spouse of a veteran shall submit a DD 214 of the veteran to a private employer or local government employer with a veterans' preference employment policy to be eligible for the preference.	"Veterans' preference employment policy" means a private employer or local government employer's voluntary preference for hiring, promoting, or retaining a veteran, spouse of a disabled veteran, or surviving spouse of a veteran over another equally qualified applicant or employee. "Veteran" means a person who: (A) Served on active duty for a period of more than one hundred eighty (180) days and was discharged or released from active duty with other than a dishonorable discharge; (B) Was discharged or released from active duty because of a service-connected disability; or (C) As a member of a reserve component under an order to active duty, not to include training, was discharged or released from duty with other than a dishonorable discharge. "Spouse of a disabled veteran" means: (A) The spouse of a veteran who has been classified by the United States Department of Veterans Affairs' Veterans Benefits Administration as having a permanent total disability rating; and (B) A United States citizen. "Surviving spouse" means a spouse of a deceased

				<p>veteran who is:</p> <p>(A) Unmarried at the time he or she seeks a veterans' preference under § 11-15-103; and</p> <p>(B) A United States citizen.</p>
Florida	Fla. Stat. Title XX, Chapter 295.188	July 1, 2014	<p>(1) The Legislature intends to establish a permissive preference in private employment for certain veterans.</p> <p>(2) A private employer may adopt an employment policy that gives preference in hiring to an honorably discharged veteran, as defined in s. 1.01(14); the spouse of a veteran with a service-connected disability, as described in s. 295.07(1)(b); the un-remarried widow or widower of a veteran who died of a service-connected disability, as described in s. 295.07(1)(d); or the un-remarried widow or widower of a member of the United States Armed Forces who died in the line of duty under combat-related conditions. Such policy shall be applied uniformly to employment decisions regarding hiring and promotion.</p> <p>(3) These preferences are not considered violations of any state or local equal employment opportunity law.</p>	<p><u>Fla. Stat. 1.01 (14)</u></p> <p>“Veteran” means a person who served in the active military, naval, or air service and who was discharged or released under honorable conditions only or who later received an upgraded discharge under honorable conditions, notwithstanding any action by the United States Department of Veterans Affairs on individuals discharged or released with other than honorable discharges.</p> <p><u>Fla. Stat. 295.07(1)(b) and (d)</u></p> <p>“Spouse of veteran with a service-connected disability” The spouse of a person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment, and the spouse of a person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.</p> <p>“Un-remarried widow or widower of a veteran who died of a service-connected disability” The un-remarried widow or widower of a veteran who died of a service-connected disability.</p>
Georgia	Voluntary Veterans' Preference Employment Policy Act, HB 443	July 1, 2015	<p>(b) Any employer may create and use a veterans' preference employment policy, which shall be in writing and applied uniformly to employment decisions regarding hiring, promotion, or retention during a reduction in force.</p> <p>(c) An employer's use of a veterans' preference employment policy as provided for in this Code section shall not constitute a violation of any local or state equal employment opportunity law.</p>	<p>(2) “Veteran” means an individual who served on active duty in the armed forces of the United States and was honorably discharged from such service.</p>

Idaho	Idaho Code § 65-513 and § 65-503	July 1, 2014	<p><u>65-513. Preference by Private Employers</u></p> <p>A private, nonpublic employer may give preference in the hiring and promotion of employees to those who are eligible for preference under the provisions of section 65-503, Idaho Code.</p> <p><u>65-503. Eligibility for Preference</u></p> <p>The following individuals are eligible for preference.</p> <p>(1) Veterans and disabled veterans as defined in section 65-502, Idaho Code;</p> <p>(2) A widow or widower of any veteran as long as he or she remains unmarried;</p> <p>(3) The wife or husband of a service-connected disabled veteran if the veteran cannot qualify for any public employment because of a service-connected disability.</p>	<p><u>Idaho Code 65-502.</u></p> <p>“Veteran” means any person who has been discharged or released from active duty in the armed forces under honorable conditions provided they have served on active duty for a minimum of one hundred eighty (180) consecutive days. As used in this subsection and chapter, "active duty" means full-time duty in the active military service of the United States. Such term includes full-time training duty, annual training duty, and attendance, while in the active military service, at a school designated as a service school by law or by the secretary of the military department concerned.</p> <p>“Disabled veteran” means those veterans separated under honorable conditions who:</p> <p>(a) Qualify as disabled veterans because they have served on active duty in the armed forces and have a current service-connected disability of ten percent (10%) or more or are receiving compensation related to a service-connected disability including retirement benefits or pension from the military or the department of veterans affairs; or</p> <p>(b) Are purple heart recipients.</p>
Illinois	Veterans' Preference in Private Employment Act, Public Act 099-0152	January 1, 2016	<p><u>Section 15. Veterans' preference employment policy.</u></p> <p>A private employer may adopt and apply a voluntary veterans' preference employment policy if:</p> <p>(1) the veterans' preference employment policy is in writing;</p> <p>(2) the veterans' preference employment policy is publicly posted by the private employer at the place of employment or on any website maintained by the private employer;</p> <p>(3) the private employer's job application informs all applicants of the veterans' preference employment policy and where the policy may be obtained; and</p> <p>(4) the private employer applies the veterans' preference employment policy uniformly for all</p>	<p>“Veteran” means an individual who meets one or more of the following:</p> <p>(1) has served on active duty with the armed forces of the United States for a period of more than 180 days and was discharged or released from active duty under conditions other than dishonorable;</p> <p>(2) was discharged or released from active duty with the armed forces of the United States because of a service-connected disability; or</p> <p>(3) is a member of the Illinois National Guard who has never been deployed but separated under conditions other than dishonorable as noted on the individual's NGB-22 discharge form.</p> <p>“Veterans' preference employment policy” means</p>

			<p>employment decisions regarding the hiring or promotion of veterans or the retention of veterans during a reduction in force.</p> <p><u>Section 20. Verification of eligibility.</u></p> <p>A private employer who maintains a veterans' preference employment policy pursuant to Section 15 of this Act may require and rely on an applicant's or employee's Department of Defense DD214/DD215 forms or their predecessor or successor forms, an applicant's or employee's NGB-22 discharge form or its predecessor or successor forms (if a member of the National Guard), and a U.S. Department of Veterans Affairs award letter (if the applicant or employee is claiming a service-connected disability) to establish eligibility for such policy.</p>	<p>a private employer's voluntary preference for hiring, promoting, or retaining a veteran over another equally qualified applicant or employee.</p>
<p>Indiana</p>	<p>Voluntary Veterans' Preference Employment Policy, SB 298</p>	<p>July 1, 2015</p>	<p>Sec. 5. Except as provided in section 10 of this chapter, a private employer may have a veterans' preference employment policy.</p> <p>Sec. 6. A veterans' preference employment policy under this chapter must be in writing and applied uniformly to employment decisions regarding hiring, promotion, or retention during a reduction in force.</p> <p>Sec. 7. A private employer with a veterans' preference employment policy may require that a veteran submit a DD 214 to the private employer to be eligible for the preference.</p> <p>Sec. 8. Granting preference under this chapter does not violate any local or state equal employment opportunity laws.</p> <p>Sec. 9. The Indiana department of veterans' affairs shall assist a private employer in determining if an applicant is a veteran in a manner that protects personal privacy consistent with applicable privacy laws and regulations.</p> <p>Sec. 10. Any policy adopted under section 5 of this chapter may not:</p> <p>(1) apply to or abrogate a collectively bargained agreement in effect before the adoption of the policy; and</p> <p>(2) interfere with an employer's obligations</p>	<p>"Veteran" means an individual who:</p> <p>(1) has served in:</p> <p>(A) the United States armed forces or their reserves;</p> <p>(B) the Indiana Army National Guard; or</p> <p>(C) the Indiana Air National Guard; and</p> <p>(2) was released from active duty under conditions other than dishonorable.</p>

			under the federal National Labor Relations Act (29 U.S.C. 151 et seq.) or the federal Uniformed Services Employment and Reemployment Act (38 U.S.C. 4301 et seq.).	
Iowa	Iowa Code Title I, Chapter 35, Section 35.3	July 4, 2014	<ol style="list-style-type: none"> 1. A private employer may grant preference in hiring and promotion to an individual who is a veteran. 2. <ol style="list-style-type: none"> a. A private employer may grant preference in hiring and promotion to the spouse of a veteran who has sustained a permanent, compensable service-connected disability as adjudicated by the United States veterans administration or by the retirement board of one of the armed forces of the United States. b. A private employer may grant preference in hiring and promotion to the surviving spouse of a deceased member of the United States armed forces who died while serving on active duty during a time of military conflict or who died as a result of such service. 3. Granting a hiring or promotion preference under this section does not violate any state law or local ordinance regarding equal employment opportunity, including but not limited to chapter 216. 4. The hiring and promotion preferences allowable under this section shall only be granted if consistent with applicable federal laws and regulations. 	<p>Iowa Code 35.1.</p> <p>2. “Veteran” means any of the following:</p> <ol style="list-style-type: none"> a. A resident of this state who served in the armed forces of the United States at any time during the following dates and who was discharged under honorable conditions: <ol style="list-style-type: none"> (1) World War I from April 6, 1917, through November 11, 1918. (2) Occupation of Germany from November 12, 1918, through July 11, 1923. (3) American expeditionary forces in Siberia from November 12, 1918, through April 30, 1920. (4) Second Haitian suppression of insurrections from 1919 through 1920. (5) Second Nicaragua campaign with marines or navy in Nicaragua or on combatant ships from 1926 through 1933. (6) Yangtze service with navy and marines in Shanghai or in the Yangtze valley from 1926 through 1927 and 1930 through 1932. (7) China service with navy and marines from 1937 through 1939. (8) World War II from December 7, 1941, through December 31, 1946. (9) Korean Conflict from June 25, 1950, through January 31, 1955. (10) Vietnam Conflict from February 28, 1961, through May 7, 1975. (11) Lebanon or Grenada service from August 24, 1982, through July 31, 1984. (12) Panama service from December 20, 1989, through January 31, 1990. (13) Persian Gulf Conflict from August 2, 1990, through the date the president or the Congress of the United States declares a cessation of hostilities. However, if the United States Congress enacts a date different from August 2, 1990, as the beginning of the Persian Gulf Conflict for purposes of determining whether a

veteran is entitled to receive military benefits as a veteran of the Persian Gulf Conflict, that date shall be substituted for August 2, 1990.

- b.(1) Former members of the reserve forces of the United States who served at least twenty years in the reserve forces and who were discharged under honorable conditions. However, a member of the reserve forces of the United States who completed a minimum aggregate of ninety days of federal active duty, other than training, and was discharged under honorable conditions, or was retired under Tit. 10 of the United States Code shall be included as a veteran.
- (2) Former members of the Iowa national guard who served at least twenty years in the Iowa national guard and who were discharged under honorable conditions. However, a member of the Iowa national guard who was activated for federal duty, other than training, for a minimum aggregate of ninety days, and was discharged under honorable conditions or was retired under Tit. 10 of the United States Code shall be included as a veteran.
- (3) Former members of the active, oceangoing merchant marines who served during World War II at any time between December 7, 1941, and December 31, 1946, both dates inclusive, who were discharged under honorable conditions.
- (4) Former members of the women's air force service pilots and other persons who have been conferred veterans status based on their civilian duties during World War II in accordance with federal Pub. L. No. 95-202, 38 U.S.C. §106.
- (5) Former members of the armed forces of the United States if any portion of their term of enlistment would have occurred during the time period of the Korean Conflict from June 25, 1950, through January 31, 1955, but

				<p>who instead opted to serve five years in the reserve forces of the United States, as allowed by federal law, and who were discharged under honorable conditions.</p> <p>(6) Members of the reserve forces of the United States who have served at least twenty years in the reserve forces and who continue to serve in the reserve forces.</p> <p>(7) Members of the Iowa national guard who have served at least twenty years in the Iowa national guard and who continue to serve in the Iowa national guard.</p> <p>c. A resident of this state who served on federal active duty, other than training, in the armed forces of the United States and who was discharged under honorable conditions.</p>
Kansas	Act of 2015, HB 2154	July 1, 2015	<p>(c) A private employer may adopt an employment policy that gives preference in hiring to a veteran, provided that the veteran meets the requirements of the vacant position.</p> <p>(d) Such employment policy shall be:</p> <p>(1) In writing; and</p> <p>(2) applied consistently to all decisions regarding initial employment.</p> <p>(e) The veteran shall submit proof of such veteran's military service and honorable discharge or general discharge under honorable conditions to a private employer with such veterans preference employment policy to establish eligibility for the preference.</p>	<p><u>K.S.A. 73-201(a)</u></p> <p>(1) "Veteran" means:</p> <p>(A) Any person who entered the armed forces before October 15, 1976, and separated from the armed forces under honorable conditions, if such person served: (i) On active duty during any war (the official dates for war service are April 6, 1917 through July 2, 1921, and December 7, 1941 through April 28, 1952); (ii) during the period April 28, 1952 through July 1, 1955; (iii) in any campaign or expedition for which a campaign badge or service medal has been authorized; or (iv) for more than 180 consecutive days since January 31, 1955, but before October 15, 1976, excluding an initial period of active duty for training under the "six-month" reserve or national guard program;</p> <p>(B) any person who entered the armed forces on or after October 15, 1976, and separated from the armed forces under honorable conditions, if such person was awarded a service medal or campaign badge;</p> <p>(C) any person who separated from the armed forces under honorable conditions and has a disability certified by the United States department of veterans affairs as being service</p>

				<p>connected, has been issued the purple heart by the United States government or has been released from active service with a service-connected disability;</p> <p>(D) the spouse of a veteran who has a 100% service connected disability as determined by the United States department of veteran affairs;</p> <p>(E) the unremarried spouse of a veteran who died while, and as a result of, serving in armed forces; and</p> <p>(F) the spouse of a prisoner of war, as defined by K.S.A. 75-4364, and amendments thereto.</p> <p>Notwithstanding the foregoing, the term "veteran" shall not apply to any person who retired from the active military with the pay grade of O4 or above unless the person retired due to wounds received in combat or is a disabled veteran.</p>
Kentucky	Voluntary Veteran's Employment Preference Act, 15 RS HB 164	June 24, 2015	<p>(2) A private employer may have a voluntary veterans' preference employment policy. The veterans' preference employment policy shall be in writing and applied uniformly to employment decisions regarding hiring, promotion, or retention during a reduction in workforce. The private employer may require the veteran to submit a Department of Defense form DD 214 as proof of eligibility for the veterans' preference employment policy. Granting preference under this section does not violate any local or state equal employment opportunity law, including but not limited to KRS Chapter 344.</p> <p>(3) The Department of Veterans' Affairs and the Education and Workforce Development Cabinet may assist a private employer in determining the veteran's status as an applicant. The Education and Workforce Development Cabinet may maintain an online registry of employers that have a voluntary veterans' preference employment policy as described in this section and may promulgate administrative regulations to assist in the creation of this policy.</p>	<p>Ky. Rev. Stat. Ann. 40.010</p> <p>"Veteran" means a person who served in the active Armed Forces of the United States, during the Spanish American War, World War I, World War II, or the Korean conflict, for a period of ninety (90) days or more (exclusive of time spent AWOL; or in penal confinement as a result of a sentence imposed by court-martial; or in service for which no allowance is made according to KRS 40.040), with some portion of service within the respective hereinafter prescribed dates, who is still in the Armed Forces, or was released, separated, discharged, or retired therefrom under honorable conditions.</p>
Maine	Voluntary Veteran Preference Employment Policy Act, Me. Rev. Stat.	April 28, 2014	A private employer may have a veteran preference employment policy. The policy must be in writing and must be applied uniformly to employment decisions regarding hiring, promotion or retention during a reduction in workforce. A private employer may require that a veteran	<p>Me. Rev. Stat. Title 26, Chapter 7, §877 (3)</p> <p>"Veteran" means a person who has served on active duty in the United States Armed Forces, or has served in the national guard of any state or</p>

	Title 26, Chapter 7, Subchapter 11, Section 878		submit a DD Form 214 to be eligible for the preference.	the Reserves of the United States Armed Forces, and was discharged or released with an honorable discharge.
Maryland	Md. Code , Lab. & Empl. § 3-714	October 1, 2016	An employer may grant a preference in hiring and promotion to: <ul style="list-style-type: none"> 1) an eligible veteran; 2) the spouse of an eligible veteran who has a service-connected disability; 3) the surviving spouse of a deceased veteran. <p>Granting a preference hereunder does not violate any state or local equal employment opportunity law.</p>	“Eligible Veteran” means a veteran of any branch of the Armed Forces of the United States who has received an honorable discharge or a certificate of satisfactory completion of military service, including the National Guard and military reserves.
Massachusetts	Mass. Gen. Laws Part I, Title XXI, Chapter 149, Section 443/4	July 2, 2014	Notwithstanding chapter 151B, a private, nonpublic employer may provide a preference in promoting or hiring to: <ul style="list-style-type: none"> (i) a veteran; (ii) the spouse of an honorably discharged veteran who the United States Department of Veterans Affairs determines to be 100 per cent disabled as a result of enemy action or a service-connected accident; or (iii) the surviving spouse of a veteran. 	Mass. Gen. Laws Part I, Title I, Chapter 4, Section 7 <p>“Veteran” shall mean:</p> <p>(1) any person,</p> <ul style="list-style-type: none"> (a) whose last discharge or release from his wartime service as defined herein, was under honorable conditions, and who (b) served in the army, navy, marine corps, coast guard, or air force of the United States, or on full time national guard duty under Titles 10 or 32 of the United States Code or under sections 38, 40 and 41 of chapter 33 for not less than 90 days active service, at least 1 day of which was for wartime service; provided, however, than any person who so served in wartime and was awarded a service-connected disability or a Purple Heart, or who died in such service under conditions other than dishonorable, shall be deemed to be a veteran notwithstanding his failure to complete 90 days of active service; <p>(2) a member of the American Merchant Marine who served in armed conflict between December 7, 1941 and December 31, 1946, and who has received honorable discharges from the United States Coast Guard, Army, or Navy;</p> <p>(3) any person</p> <ul style="list-style-type: none"> (a) whose last discharge from active service

				<p>was under honorable conditions, and who (b) served in the army, navy, marine corps, coast guard, or air force of the United States for not less than 180 days active service; provided, however, that any person who so served and was awarded a service connected disability or who died in such service under conditions other than dishonorable, shall be deemed to be a veteran notwithstanding his failure to complete 180 days of active service.</p>
Michigan	<p>Private Employer's Veterans' Preference Policy Act, M.C.L 35.1202</p>	January 14, 2015	<p>(1) A private employer may adopt and apply a voluntary veterans' preference employment policy.</p> <p>(2) A veterans' preference employment policy shall be in writing and shall be applied uniformly to employment decisions regarding the hiring or promotion of veterans or the retention of veterans during a reduction in the workforce.</p>	<p><u>M.C.L 35.1201</u></p> <p>"Veteran" means an individual who meets one or more of the following:</p> <p>(i) Has served on active duty with the armed forces of the United States for a period of more than 180 days and was discharged or released from active duty with other than a dishonorable discharge.</p> <p>(ii) Was discharged or released from active duty with the armed forces of the United States because of a service-connected disability.</p> <p>(iii) Was discharged or released from duty with other than a dishonorable discharge from service as a member of a reserve or national guard component of the armed forces of the United States under an order to active duty, excluding active duty for training.</p>
Minnesota	<p>Minn. Stat. 197.4551</p>	August 1, 2012	<p><u>Subdivision 1. Preference permitted.</u></p> <p>A private, nonpublic employer may grant preference to a veteran in hiring and promotion.</p> <p><u>Subd. 2. Preference for spouse of disabled or deceased veteran; definition.</u></p> <p>A private, nonpublic employer may grant preference in hiring and promotion to a spouse of a disabled veteran who has a service-connected permanent and total disability and to a surviving spouse of a deceased veteran. "Disabled veteran" in this subdivision means a person who has had a compensable service-connected disability as adjudicated by the United States Veterans Administration, or by the retirement board of one of the</p>	<p><u>Minn. Stat. 197.447</u></p> <p>"Veteran" means a citizen of the United States or a resident alien who has been separated under honorable conditions from any branch of the armed forces of the United States after having served on active duty for 181 consecutive days or by reason of disability incurred while serving on active duty, or who has met the minimum active duty requirement as defined by Code of Federal Regulations, title 38, section 3.12a, or who has active military service certified under section 401, Public Law 95-202. The active military service must be certified by the United States secretary of defense as active military service and a discharge under honorable conditions must be issued by the</p>

			<p>several branches of the armed forces.</p> <p><u>Subd. 3. Equal employment opportunity law.</u></p> <p>Granting preference under subdivision 1 or 2 does not violate any local or state equal employment opportunity law, including, but not limited to, chapter 363A.</p>	secretary.
Montana	Montana Veteran Hiring Preference Act for Private Employers, SB0196	October 1, 2015	<p><u>Section 3. Veteran hiring preference for private employers authorized – definition.</u></p> <p>(1) A private sector employer may adopt an employment policy that gives preference in hiring to a veteran.</p> <p>(2) For the purposes of [sections 1 through 3], "private sector employer" means any employer that is not a public employer. The term includes for-profit and not-for-profit employers.</p>	<p><u>M.C.A 39-29-101</u></p> <p>“Veteran” means a person who:</p> <p>(a) was separated under honorable conditions from active federal military duty in the armed forces after having served more than 180 consecutive days, other than for training;</p> <p>(b) as a member of a reserve component under an order of federal duty pursuant to 10 U.S.C. 12301(a), (d), or (g), 10 U.S.C. 12302, or 10 U.S.C. 12304 served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from duty under honorable conditions; or</p> <p>(c) is or has been a member of the Montana army or air national guard and who has satisfactorily completed a minimum of 6 years of service in the armed forces, the last 3 years of which have been served in the Montana army or air national guard.</p>
Nebraska	Act of 2015, L.B. 272	September 5, 2015	<p>(2) A private employer may adopt a voluntary veterans preference employment policy. Such policy shall be in writing and applied uniformly to decisions regarding hiring and promotion.</p> <p>(3) If a private employer offers a voluntary veterans preference employment policy, a veteran desiring to use such policy shall provide the private employer with a copy of the veteran’s Department of Defense Form 214, also known as the DD Form 214, or its successor form. A spouse of a veteran desiring to use such preference shall provide the private employer with a copy of the veteran’s Department of Defense Form 214 or its successor form, proof of marriage to the veteran, and either (a) a copy of the veteran's disability verification from the United States Department of Veterans Affairs demonstrating a one hundred percent</p>	<p>(b) “Veteran” means</p> <p>(i) a person who served full-time duty with military pay and allowances in the armed forces of the United States, except for training or for determining physical fitness, and was discharged or otherwise separated with a characterization of honorable or general (under honorable conditions), or</p> <p>(ii) the spouse of a veteran who:</p> <p>(A) has a one hundred percent permanent disability as determined by the United States Department of Veterans Affairs or</p> <p>(B) was killed in hostile action.</p>

			<p>permanent disability rating or (b) a copy of the veteran's Department of Defense Form 1300 or its successor form documenting that the veteran was killed in hostile action.</p> <p>(4) If a private employer implements a voluntary veterans preference employment policy, it shall notify the Commissioner of Labor of such policy. The commissioner shall use the information to maintain a registry of the private employers that have a voluntary veterans preference employment policy in Nebraska.</p>	
Nevada	Act of 2015, AB 89	July 1, 2015	<ol style="list-style-type: none"> 1. A private employer may adopt an employment policy that gives preference in hiring to a veteran or the spouse of a veteran. Such a policy must be applied uniformly to employment decisions regarding the hiring or promotion of a veteran or the spouse of a veteran or the retention of a veteran or the spouse of a veteran during a reduction in the workforce. 2. A private employer who gives preference in hiring to a veteran or the spouse of a veteran pursuant to subsection 1 does not violate any local or state equal employment law. 3. The Nevada Equal Rights Commission may, upon receipt of a written complaint from a prospective employee of a private employer who has adopted an employment policy giving preference in hiring to a veteran or the spouse of a veteran pursuant to subsection 1, review the employment policy to determine whether the policy is being applied uniformly in accordance with subsection 1. If the Commission determines that an employment policy is not being applied uniformly, the Commission shall cause written notice of its findings, including the recommendations of the Commission, to be provided to the employer and prospective employee. Upon receipt of a notice from the Commission that an employment policy is not being applied uniformly, the employer shall revise his or her employment policy consistent with the recommendations of the Commission. 	<p><u>NRS 417.005</u></p> <p>“Veteran” means a resident of this State who:</p> <ol style="list-style-type: none"> 1. Was regularly enlisted, drafted, inducted or commissioned in the: <ul style="list-style-type: none"> (a) Armed Forces of the United States and was accepted for and assigned to active duty in the Armed Forces of the United States; (b) National Guard or a reserve component of the Armed Forces of the United States and was accepted for and assigned to duty for a minimum of 6 continuous years; or (c) Commissioned Corps of the United States Public Health Service or the Commissioned Corps of the National Oceanic and Atmospheric Administration of the United States and served in the capacity of a commissioned officer while on active duty in defense of the United States; and 2. Was separated from such service under conditions other than dishonorable.
North Dakota	N.D. Cent. Code 37-19.1-05	August 1, 2013	A private, nonpublic employer in this state may provide a preference to a veteran for employment. Spouses of honorably discharged veterans who have a service-connected permanent and total disability also may be preferred for employment. This preference is not considered a violation of any state or local equal	<p>“Veteran” means a North Dakota resident who is a wartime veteran as defined in subsection 2 of section 37-01-40.</p> <p><u>N.D. Cent. Code Section 37-01-40</u></p>

			employment opportunity law.	A “Wartime Veteran” is an individual who served in the active military forces, during a period of armed conflict or who received the armed forces expeditionary or other campaign service medal during an emergency condition and who was discharged or released under other than dishonorable conditions. "Wartime veteran" also includes an individual who died in the line of duty in the active military forces, as determined by the armed forces.
Oklahoma	Voluntary Veterans' Preference Employment Policy Act, Oklahoma SB 195	November 1, 2015	<p>C. A private employer may have a voluntary veterans' preference employment policy. The policy:</p> <ol style="list-style-type: none"> 1. Shall be in writing; and 2. Shall be applied uniformly to employment decisions regarding hiring, promotion or retention during a reduction in force. <p>D. An employer may require that a veteran submit a DD 214 to a private employer with a veterans' preference employment policy to be eligible for the preference.</p> <p>E. The granting of a veterans' preference pursuant to the provisions of this section shall not be deemed to violate any local or state equal employment opportunity law or regulation.</p> <p>F. The Department of Veterans Affairs shall assist any private employer in determining if an applicant is a veteran to the extent permitted by law.</p>	“Veteran” means a person who served on active duty in the Armed Forces of the United States who was discharged or released with an honorable discharge.
Oregon	Act of 2014, HB 4023* The ORS is printed bi-annually.	April 1, 2014	<p>(2) A private, nonpublic employer may give preference in the hiring and promotion of employees to:</p> <ol style="list-style-type: none"> (a) A person who is performing, or has performed, service in the uniformed service; (b) If a person has performed service in the uniformed service and has been determined by the United States Department of Veterans Affairs to be permanently and totally disabled as the result of enemy action or a service-related accident, the spouse of the person; and (c) The widow or widower of a person who performed service in the uniformed service. 	<p>O.R.S 659A.082</p> <p>(a) “Service” means the performance of duty on a voluntary or involuntary basis in a uniformed service that may involve active duty, active duty for training, initial active duty for training, inactive duty for training, full-time duty in the National Guard, funeral honors duty or an examination to determine fitness for service in a uniformed service.</p> <p>(b) “Uniformed service” means the Armed Forces of the United States, the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training or full-time National Guard duty, the commissioned corps of the United States</p>

				Public Health Service and any other category of persons designated by the President of the United States in time of war or national emergency.
South Carolina	S.C. Code Ann. Section 1-13-80(l)(13)	June 2, 2014	It is not an unlawful employment practice for a private employer to give preference in employment to a veteran. This preference is also extended to the veteran's spouse if the veteran has a service-connected permanent and total disability. A private employer who gives a preference in employment provided by this item does not violate any other provision of this chapter by virtue of giving the preference. For purposes of this item, "veteran" has the same meaning as provided in Section 25-11-40.	S.C. Code Ann. Section 25-11-40 "Veteran" means a person who served on active duty for a period of more than one hundred eighty days and was discharged or released from such active duty with an honorable discharge or, if one hundred eighty days or less, was discharged or released from service active duty because of service-connected disability.
Utah	Veterans Preference in Private Employment Act, HB 232	May 12, 2015	(1) A private sector employer may create a veterans employment preference policy. (2) The veterans employment preference policy shall be: (a) in writing; and (b) applied uniformly to employment decisions regarding hiring, promotion, or retention including during a reduction in force. (3) A private employer may require a veteran to submit a DD 214 form to be eligible for the preference. (4) A private employer's veterans employment preference policy shall be publicly posted by the employer at the place of employment or on the Internet if the employer has a website or uses the Internet to advertise employment opportunities. <u>Verification of eligibility.</u> The department and the Department of Workforces Services may assist, as permitted under state and federal laws governing privacy, a private employer in verifying if an applicant is a veteran.	Utah Code Ann. 71-10-1 "Veteran" means: (a) an individual who has served on active duty in the armed forces for more than 180 consecutive days, or was a member of a reserve component who served in a campaign or expedition for which a campaign medal has been authorized and who has been separated or retired under honorable conditions; or (b) any individual incurring an actual service-related injury or disability in the line of duty whether or not that person completed 180 consecutive days of active duty.
Virginia	Va. Code Ann. § 40.1-27.2	July 1, 2014	B. An employer may grant preference in hiring and promotion to a veteran or the spouse of a disabled veteran. C. Granting preference under subsection B does not violate any local or state equal employment opportunity law.	Va. Code Ann. § 2.2-2903 "Veteran" means any person who has received an honorable discharge and (i) has provided more than 180 consecutive days of full-time, active-duty service in the armed forces of the United States or reserve components thereof, including the National Guard, or

				<p>(ii) has a service-connected disability rating fixed by the United States Department of Veterans Affairs.</p> <p><u>Va. Code Ann. § 40.1-27.2(A)</u></p> <p>“Disabled veteran” means a veteran who has been found by the U.S. Department of Veterans Affairs or by the retirement board of one of the several branches of the armed forces to have a compensable service-connected permanent and total disability.</p>
Washington	RCW 73.16.110	July 22, 2011	<p>(1) The legislature intends to establish a permissive preference in private employment for certain veterans.</p> <p>(2) In every private, nonpublic employment in this state, honorably discharged soldiers, sailors, and marines who are veterans of any war of the United States, or of any military campaign for which a campaign ribbon has been awarded, and their widows or widowers, may be preferred for employment. Spouses of honorably discharged veterans who have a service connected permanent and total disability may also be preferred for employment. These preferences are not considered violations of any state or local equal employment opportunity law, including but not limited to any statute or regulation adopted under chapter 49.60 RCW.</p> <p>(3) "Veteran" has the same meanings as defined in RCW 41.04.005 and 41.04.007, and includes a current member of the national guard or armed forces reserves who has been deployed to serve in an armed conflict.</p>	<p><u>RCW 41.04.005</u></p> <p>(1) “Veteran” includes every person who has received an honorable discharge, is actively serving honorably, or received a discharge for physical reasons with an honorable record and who meets at least one of the following criteria:</p> <p>(a) The person has served between World War I and World War II or during any period of war, as defined in subsection (2) of this section, as either:</p> <ul style="list-style-type: none"> (i) A member in any branch of the armed forces of the United States; (ii) A member of the women's air forces service pilots; (iii) A U.S. documented merchant mariner with service aboard an oceangoing vessel operated by the war shipping administration, the office of defense transportation, or their agents, from December 7, 1941, through December 31, 1946; or (iv) A civil service crewmember with service aboard a U.S. army transport service or U.S. naval transportation service vessel in oceangoing service from December 7, 1941, through December 31, 1946; or <p>(b) The person has received the armed forces expeditionary medal, or marine corps and</p>

				<p>navy expeditionary medal, for opposed action on foreign soil, for service:</p> <ul style="list-style-type: none">(i) In any branch of the armed forces of the United States; or(ii) As a member of the women's air forces service pilots. <p>(2) A "period of war" includes:</p> <ul style="list-style-type: none">(a) World War I;(b) World War II;(c) The Korean conflict;(d) The Vietnam era, which means:<ul style="list-style-type: none">(i) The period beginning on February 28, 1961, and ending on May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period;(ii) The period beginning August 5, 1964, and ending on May 7, 1975;(e) The Persian Gulf War, which was the period beginning August 2, 1990, and ending on the date prescribed by presidential proclamation or law;(f) The period beginning on the date of any future declaration of war by the congress and ending on the date prescribed by presidential proclamation or concurrent resolution of the congress; and(g) The following armed conflicts, if the participant was awarded the respective campaign badge or medal: The crisis in Lebanon; the invasion of Grenada; Panama, Operation Just Cause; Somalia, Operation Restore Hope; Haiti, Operation Uphold Democracy; Bosnia, Operation Joint Endeavor; Operation Noble Eagle; southern or central Asia, Operation Enduring Freedom; and Persian Gulf, Operation Iraqi Freedom.
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RCW 41.04.007

“Veteran” includes every person, who has received an honorable discharge or received a discharge for medical reasons with an honorable record, where applicable, and who has served in at least one of the following capacities:

- (1) As a member in any branch of the armed forces of the United States, including the national guard and armed forces reserves, and has fulfilled his or her initial military service obligation;
- (2) As a member of the women's air forces service pilots;
- (3) As a member of the armed forces reserves, national guard, or coast guard, and has been called into federal service by a presidential select reserve call up for at least one hundred eighty cumulative days;
- (4) As a civil service crewmember with service aboard a U.S. army transport service or U.S. naval transportation service vessel in oceangoing service from December 7, 1941, through December 31, 1946;
- (5) As a member of the Philippine armed forces/scouts during the period of armed conflict from December 7, 1941, through August 15, 1945; or
- (6) A United States documented merchant mariner with service aboard an oceangoing vessel operated by the department of defense, or its agents, from both June 25, 1950, through July 27, 1953, in Korean territorial waters and from August 5, 1964, through May 7, 1975, in Vietnam territorial waters, and who received a military commendation.