

SENATE BILL No. 298

DIGEST OF INTRODUCED BILL

Citations Affected: IC 10-17-15.

Synopsis: Voluntary veterans' preference employment policy. Provides for a voluntary veterans' preference policy for hiring, promoting, or retaining a veteran in private employment.

Effective: July 1, 2015.

Banks A

January 8, 2015, read first time and referred to Committee on Veterans Affairs & The Military.



First Regular Session 119th General Assembly (2015)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2014 Regular Session and 2014 Second Regular Technical Session of the General Assembly.

SENATE BILL No. 298

A BILL FOR AN ACT to amend the Indiana Code concerning military and veterans.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 10-17-15 IS ADDED TO THE INDIANA CODE
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2015]:
4 **Chapter 15. Voluntary Veterans' Preference Employment**
5 **Policy**
6 **Sec. 1. As used in this chapter, "DD 214" means a Department**
7 **of Defense Report of Separation form or its predecessor or**
8 **successor form.**
9 **Sec. 2. As used in this chapter, "private employer" means a sole**
10 **proprietor, corporation, partnership, limited liability company, or**
11 **other entity with one (1) or more employees. The term does not**
12 **include:**
13 (1) the state;
14 (2) a subdivision of the state, such as a municipality, county,
15 township, parish, or school district; or
16 (3) a public institution of higher education.



1 **Sec. 3. As used in this chapter, "veteran" means an individual**
2 **who:**

3 **(1) has served in:**

4 **(A) the United States armed forces or their reserves;**

5 **(B) the Indiana Army National Guard; or**

6 **(C) the Indiana Air National Guard; and**

7 **(2) received an honorable discharge from the armed services.**

8 **Sec. 4. As used in this chapter, "veterans' preference**
9 **employment policy" means a private employer's voluntary**
10 **veterans' preference employment policy that gives preference for**
11 **hiring, promoting, or retaining a veteran over another qualified**
12 **applicant or employee.**

13 **Sec. 5. A private employer may have a veterans' preference**
14 **employment policy.**

15 **Sec. 6. A veterans' preference employment policy under this**
16 **chapter must be in writing and applied uniformly to employment**
17 **decisions regarding hiring, promotion, or retention during a**
18 **reduction in force.**

19 **Sec. 7. A private employer with a veterans' preference**
20 **employment policy may require that a veteran submit a DD 214 to**
21 **the private employer to be eligible for the preference.**

22 **Sec. 8. Granting preference under this chapter does not violate**
23 **any local or state equal employment opportunity laws.**

24 **Sec. 9. The Indiana department of veterans' affairs and the**
25 **department of workforce development shall assist a private**
26 **employer in determining if an applicant is a veteran in a manner**
27 **that protects personal privacy consistent with applicable privacy**
28 **laws and regulations.**

