

Act No. 508  
Public Acts of 2014  
Approved by the Governor  
January 10, 2015  
Filed with the Secretary of State  
January 14, 2015  
EFFECTIVE DATE: January 14, 2015

**STATE OF MICHIGAN  
97TH LEGISLATURE  
REGULAR SESSION OF 2014**

Introduced by Reps. Knezek, Graves, Santana, Darany, Faris, Hobbs, MacMaster, Brunner, Smiley and Schmidt

# **ENROLLED HOUSE BILL No. 5418**

AN ACT to authorize private employers to adopt and apply a veterans' preference employment policy.

*The People of the State of Michigan enact:*

Sec. 1. (1) This act shall be known and may be cited as the "private employer's veterans' preference policy act".

(2) As used in this act:

(a) "Private employer" means a sole proprietor, corporation, partnership, limited liability company, or other private entity with 1 or more employees.

(b) "Veteran" means an individual who meets 1 or more of the following:

(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.

(ii) Was discharged or released from active duty with the armed forces of the United States because of a service-connected disability.

(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.

(c) "Veterans' preference employment policy" means a private employer's voluntary preference for hiring, promoting, or retaining a veteran over another equally qualified applicant or employee.

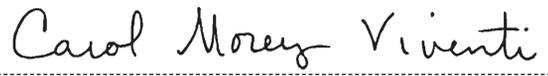
Sec. 2. (1) A private employer may adopt and apply a voluntary veterans' preference employment policy.

(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.

This act is ordered to take immediate effect.



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Clerk of the House of Representatives



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Secretary of the Senate

Approved .....

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Governor