PRIVATE EMPLOYER'S VETERANS' PREFERENCE POLICY ACT
Act 508 of 2014

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


The People of the State of Michigan enact:

35.1201 Short title; definitions.
   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 both of the following:
       (i) Is a veteran as defined in section 1 of 1965 PA 190, MCL 35.61.
       (ii) Served at least 180 days of active duty in the armed forces of the United States or has a service-connected disability as a result of service in the armed forces of the United States.
   (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.

35.1202 Voluntary veterans' preference employment policy; adoption by private employer; writing; uniform application.
   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.