

SENATE BILL NO. 196

INTRODUCED BY M. CAFERRO

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A BILL FOR AN ACT ENTITLED: "AN ACT AUTHORIZING PRIVATE EMPLOYERS TO ADOPT HIRING PREFERENCES FOR VETERANS AND THEIR SPOUSES OR SURVIVING SPOUSES; AND PROVIDING THAT THE HIRING PREFERENCE MAY NOT BE INTERPRETED TO CONFLICT WITH STATE AND LOCAL EQUAL OPPORTUNITY LAWS."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

NEW SECTION. Section 1. Short title. [Sections 1 through 3] may be cited as the Montana Veteran Hiring Preference Act for Private Employers.

NEW SECTION. Section 2. Legislative intent -- interpretation. (1) The purpose of [sections 1 through 3] is to authorize private sector employers to adopt a hiring preference for veterans and their eligible spouses or their surviving eligible spouses. The intent is also to ensure that private sector employers who adopt this hiring preference apply the preference uniformly.

(2) Pursuant to Article II, section 35, of the Montana constitution, [sections 1 through 3] may not be interpreted to violate any other state or local equal employment opportunity law.

NEW SECTION. Section 3. Veteran hiring preference for private employers authorized -- uniform practices -- definition. (1) A private sector employer may adopt an employment policy that gives preference in hiring to a veteran, the spouse of a disabled veteran, or an unmarried surviving spouse of a veteran.

(2) A hiring preference adopted pursuant to this section must be uniformly applied to employment decisions regarding hiring and promotion.

(3) 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.

NEW SECTION. Section 4. Codification instruction. [Sections 1 through 3] are intended to be codified as an integral part of Title 39, chapter 29, and the provisions of Title 39, chapter 29, apply to [sections 1 through



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