

SENATE BILL NO. 196

INTRODUCED BY M. CAFERRO, C. LARSEN

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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)~~(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.

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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