

SENATE BILL NO. 196

INTRODUCED BY M. CAFERRO, C. LARSEN

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

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

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

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14 NEW SECTION. Section 2. Legislative intent -- interpretation. (1) The purpose of [sections 1 through
15 3] is to authorize private sector employers to adopt a hiring preference for veterans ~~and their eligible spouses or~~
16 ~~their surviving eligible spouses. The intent is also to ensure that private sector employers who adopt this hiring~~
17 ~~preference apply the preference uniformly.~~

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

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

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

26 ~~(3)~~(2) For the purposes of [sections 1 through 3], "private sector employer" means any employer that
27 is not a public employer. The term includes for-profit and not-for-profit employers.

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

1 3].

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