

AMENDMENTS TO HOUSE BILL NO. 1600

Sponsor: SENATOR HUGHES

Printer's No. 3511

1 Amend Bill, page 1, line 2, by inserting after "Statutes,"
2 providing for voluntary veterans' preference in private
3 employment; and,

4 Amend Bill, page 1, lines 7 through 9, by striking out all of
5 said lines and inserting

6 Section 1. Title 51 of the Pennsylvania Consolidated
7 Statutes is amended by adding a chapter to read:

8 CHAPTER 72
9 VOLUNTARY VETERANS' PREFERENCE
10 IN PRIVATE EMPLOYMENT

11 Sec.

12 7201. Scope of chapter.

13 7202. Definitions.

14 7203. Veterans' preference private employment policy.

15 7204. Eligibility for preference.

16 7205. Nonviolation of equal opportunity laws.

17 § 7201. Scope of chapter.

18 This chapter relates to private employer's veterans'
19 preference policies.

20 § 7202. Definitions.

21 The following words and phrases when used in this chapter
22 shall have the meanings given to them in this section unless the
23 context clearly indicates otherwise:

24 "DD 214." A United States Department of Defense Report of
25 Separation Form 214 or a similarly effective form issued by the
26 Department of Defense relating to separation from military
27 service.

28 "Private employer." A sole proprietor, corporation,
29 partnership, limited liability company or any other legal
30 entity, including nonprofits, with more than one employee.

31 "Soldier." A person who served or hereafter serves in the
32 armed forces of the United States, or in any women's
33 organization officially connected therewith, during any war or
34 armed conflict in which the United States engaged and who was
35 released from active duty under honorable conditions, other than
36 from periods of active duty for training, or with an honorable
37 discharge from such service, or a person who so served or

1 hereafter serves in the armed forces of the United States, or in
2 any women's organization officially connected therewith, since
3 July 27, 1953, including service in Vietnam, and who has an
4 honorable discharge from such service. Qualifying periods of
5 service during a war or armed conflict, for purposes of this
6 definition, will be designated by the Department of Military and
7 Veterans Affairs.

8 "Spouse of a disabled veteran." The spouse of a veteran who
9 has been classified by the United States Department of Veterans
10 Affairs' Veterans Benefits Administration as having a permanent
11 total disability and is a United States citizen.

12 "Surviving spouse." A spouse of a deceased soldier.

13 "Veteran." An individual who has served in the armed forces
14 of the United States, including a reserve component and National
15 Guard, and who has been discharged or released from the service
16 under conditions other than dishonorable.

17 "Veterans' preference employment policy." A voluntary policy
18 adopted by a private employer for hiring, promoting or retaining
19 a veteran, a spouse of a disabled veteran or a surviving spouse
20 over another qualified applicant or employee.

21 § 7203. Veterans' preference private employment policy.

22 (a) Authority.--A private employer may adopt and apply a
23 veterans' employment policy.

24 (b) Policy.--A veterans' preference employment policy shall:

25 (1) be in writing;

26 (2) require the inclusion of a statement in any job
27 posting that indicates that the employer has and applies a
28 veterans' preference employment policy;

29 (3) be provided to the applicant at time of hiring and
30 provided to all employees on an annual basis; and

31 (4) be applied uniformly to employment decisions
32 regarding:

33 (i) the hiring of new applicants;

34 (ii) the promotion of current employees; and

35 (iii) the retention of employees during a reduction
36 in the work force.

37 § 7204. Eligibility for preference.

38 A veteran, spouse of a disabled veteran or surviving spouse
39 shall submit the DD 214 of the veteran to a private employer
40 with a veterans' preference employment policy for consideration
41 by the employer.

42 § 7205. Nonviolation of equal opportunity laws.

43 A voluntary veterans' preference employment policy adopted
44 and applied in accordance with this chapter shall not be
45 considered a violation of any State or local equal employment
46 opportunity law.

47 Section 2. Chapter 96 of Title 51 is amended by adding a
48 subchapter heading to read:

49 Amend Bill, page 1, line 12, by striking out "2" and

1 inserting
2 3
3 Amend Bill, page 3, line 9, by striking out "3" and inserting
4 4
5 Amend Bill, page 3, line 13, by striking out "4" and
6 inserting
7 5
8 Amend Bill, page 4, line 11, by striking out "5" and
9 inserting
10 6
11 Amend Bill, page 6, line 5, by striking out "6" and inserting
12 7
13 Amend Bill, page 6, line 10, by striking out "7" and
14 inserting
15 8