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.

History: 2014, Act 508, Imd. Eff. Jan. 14, 2015.

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.

History: 2014, Act 508, Imd. Eff. Jan. 14, 2015;—Am. 2016, Act 207, Eff. Sept. 20, 2016.

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.

History: 2014, Act 508, Imd. Eff. Jan. 14, 2015.

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