

LEGISLATURE OF NEBRASKA  
ONE HUNDRED FOURTH LEGISLATURE  
FIRST SESSION

**LEGISLATIVE BILL 272**

Introduced by Crawford, 45; Garrett, 3; Morfeld, 46; Nordquist, 7.  
Read first time January 14, 2015

Committee: Government, Military and Veterans Affairs

- 1 A BILL FOR AN ACT relating to veterans; to provide for a voluntary
- 2 veterans preference in private employment; and to define terms.
- 3 Be it enacted by the people of the State of Nebraska,

1           Section 1. (1) For purposes of this section:

2           (a) Private employer means sole proprietorship, corporation,  
3 partnership, association, limited liability company, or any other entity  
4 with one or more employees;

5           (b) Veteran has the same meaning as in section 48-225; and

6           (c) Voluntary veterans preference employment policy means a private  
7 employer's voluntary preference for hiring and promoting a veteran over  
8 another equally qualified applicant or employee.

9           (2) A private employer may adopt a voluntary veterans preference  
10 employment policy. Such policy shall be in writing and applied uniformly  
11 to decisions regarding hiring and promotion.

12           (3) If a private employer offers a voluntary veterans preference  
13 employment policy, a veteran desiring to use such policy shall provide  
14 the private employer with a copy of the veteran's Department of Defense  
15 Form 214, also known as the DD Form 214 or its successor form. A spouse  
16 of a veteran desiring to use such preference shall provide the private  
17 employer with a copy of the veteran's Department of Defense Form 214 or  
18 its successor form, a copy of the veteran's disability verification from  
19 the United States Department of Veterans Affairs demonstrating a one  
20 hundred percent permanent disability rating, and proof of marriage to the  
21 veteran.

22           (4) If a private employer implements a voluntary veterans preference  
23 employment policy, it shall notify the Commissioner of Labor of such  
24 policy. The commissioner shall use the information to maintain a registry  
25 of the private employers that have a voluntary veterans preference  
26 employment policy in Nebraska.

27           (5) A voluntary veterans preference employment policy shall not be  
28 considered a violation of any state or local equal employment opportunity  
29 law including the Nebraska Fair Employment Practice Act.