

AMENDMENTS TO LB272

Introduced by Garrett, 3.

1 1. Strike the original section and all amendments thereto and insert
2 the following new section:

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

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

7 (b) Veteran means (i) a person who served full-time duty with
8 military pay and allowances in the armed forces of the United States,
9 except for training or for determining physical fitness, and was
10 discharged or otherwise separated with a characterization of honorable or
11 general (under honorable conditions), or (ii) the spouse of a veteran who
12 (A) has a one hundred percent permanent disability as determined by the
13 United States Department of Veterans Affairs or (B) was killed in hostile
14 action; and

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

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

21 (3) If a private employer offers a voluntary veterans preference
22 employment policy, a veteran desiring to use such policy shall provide
23 the private employer with a copy of the veteran's Department of Defense
24 Form 214, also known as the DD Form 214, or its successor form. A spouse
25 of a veteran desiring to use such preference shall provide the private
26 employer with a copy of the veteran's Department of Defense Form 214 or
27 its successor form, proof of marriage to the veteran, and either (a) a

1 copy of the veteran's disability verification from the United States
2 Department of Veterans Affairs demonstrating a one hundred percent
3 permanent disability rating or (b) a copy of the veteran's Department of
4 Defense Form 1300 or its successor form documenting that the veteran was
5 killed in hostile action.

6 (4) If a private employer implements a voluntary veterans preference
7 employment policy, it shall notify the Commissioner of Labor of such
8 policy. The commissioner shall use the information to maintain a registry
9 of the private employers that have a voluntary veterans preference
10 employment policy in Nebraska.

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