

H807 - An act relating to veterans' preference hiring policies.

- **Purpose:** This bill proposes to permit private employers to enact a policy that provides a preference in hiring or promotion to a veteran or the spouse of a veteran that has suffered a permanent, total disability.
 - Many companies would like to hire veterans because of their unique skill sets, proven work ethic, and reliability, but are hesitant to do so out of fear of being sued under Title VII of the Civil Rights Act of 1964. Because veterans are overwhelmingly male, the United States Equal Employment Opportunity Commission (EEOC) interpreted many veterans' preference processes to have a disparate impact on women. However, Title VII, Section 11 of the Civil Rights Act contains a carve-out that exempts veterans' preference processes that are authorized by state statute.
 - Forty States and the District of Columbia award preference to veterans who are being considered for hire to a public position.
 - Unlike government employers, who have been incorporating veterans' hiring preferences since 1944, private employers are prohibited from establishing comparable business hiring policies.

Additional bullets:

- Research indicates that 28 states already do what we are seeking here, including Maine, Massachusetts and New Hampshire. Seven other states (including Pennsylvania and New York) are currently considering legislation.