

# HOUSE BILL 306

K3

(6lr1628)

## ENROLLED BILL

— Economic Matters/Finance —

Introduced by **Delegates Smith, Barron, Cluster, Folden, Hixson, Holmes, Jackson, Kipke, Luedtke, Metzgar, Vogt, Waldstreicher, B. Wilson, and ~~P. Young~~ P. Young, Adams, Arentz, Aumann, Barkley, Branch, Brooks, Carey, Clippinger, Davis, Frick, Glenn, Impallaria, Kramer, Lisanti, Mautz, Valderrama, Vaughn, and C. Wilson**

Read and Examined by Proofreaders:

\_\_\_\_\_  
Proofreader.

\_\_\_\_\_  
Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this \_\_\_\_\_ day of \_\_\_\_\_ at \_\_\_\_\_ o'clock, \_\_\_\_\_ M.

\_\_\_\_\_  
Speaker.

CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Labor and Employment – Hiring and Promotion Preferences – Veterans and**  
3 **Their Spouses**

4 FOR the purpose of authorizing employers to grant a preference in hiring and promotion to  
5 certain veterans, spouses of certain veterans, and surviving spouses of certain  
6 veterans; providing that granting a preference under this Act does not violate State  
7 or local equal employment opportunity laws; defining a certain term; and generally  
8 relating to hiring and promotion preferences for veterans and spouses.

9 BY adding to  
10 Article – Labor and Employment

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### EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

*Italics indicate opposite chamber/conference committee amendments.*



1 Section 3-714  
 2 Annotated Code of Maryland  
 3 (2008 Replacement Volume and 2015 Supplement)

4 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
 5 That the Laws of Maryland read as follows:

6 **Article – Labor and Employment**

7 **3-714.**

8 (A) IN THIS SECTION, “ELIGIBLE VETERAN” MEANS A VETERAN OF ANY  
 9 BRANCH OF THE ARMED FORCES OF THE UNITED STATES WHO HAS RECEIVED AN  
 10 HONORABLE DISCHARGE OR A CERTIFICATE OF SATISFACTORY COMPLETION OF  
 11 MILITARY SERVICE, INCLUDING THE NATIONAL GUARD AND THE MILITARY  
 12 RESERVES.

13 (B) AN EMPLOYER MAY GRANT A PREFERENCE IN HIRING AND PROMOTION  
 14 TO:

15 (1) AN ELIGIBLE VETERAN;

16 (2) THE SPOUSE OF AN ELIGIBLE VETERAN WHO HAS A  
 17 SERVICE-CONNECTED DISABILITY; OR

18 (3) THE SURVIVING SPOUSE OF A DECEASED ELIGIBLE VETERAN.

19 (C) GRANTING A PREFERENCE UNDER SUBSECTION (B) OF THIS SECTION  
 20 DOES NOT VIOLATE ANY STATE OR LOCAL EQUAL EMPLOYMENT OPPORTUNITY LAW.

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
 22 October 1, 2016.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.