

# HOUSE BILL 306

K3

6lr1628

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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

Introduced and read first time: January 26, 2016

Assigned to: Economic Matters

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 10, 2016

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## 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

11 Section 3–714

12 Annotated Code of Maryland

13 (2008 Replacement Volume and 2015 Supplement)

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

16 **Article – Labor and Employment**

17 **3–714.**

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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.



1 (A) IN THIS SECTION, "ELIGIBLE VETERAN" MEANS A VETERAN OF ANY  
2 BRANCH OF THE ARMED FORCES OF THE UNITED STATES WHO HAS RECEIVED AN  
3 HONORABLE DISCHARGE OR A CERTIFICATE OF SATISFACTORY COMPLETION OF  
4 MILITARY SERVICE, INCLUDING THE NATIONAL GUARD AND THE MILITARY  
5 RESERVES.

6 (B) AN EMPLOYER MAY GRANT A PREFERENCE IN HIRING AND PROMOTION  
7 TO:

8 (1) AN ELIGIBLE VETERAN;

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

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

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

14 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
15 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.