

HOUSE BILL 306

K3

6lr1628

By: **Delegates Smith, Barron, Cluster, Folden, Hixson, Holmes, Jackson, Kipke,
Luedtke, Metzgar, Vogt, Waldstreicher, B. Wilson, and P. Young**

Introduced and read first time: January 26, 2016

Assigned to: Economic Matters

A BILL ENTITLED

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.**

18 **(A) IN THIS SECTION, “ELIGIBLE VETERAN” MEANS A VETERAN OF ANY**
19 **BRANCH OF THE ARMED FORCES OF THE UNITED STATES WHO HAS RECEIVED AN**
20 **HONORABLE DISCHARGE OR A CERTIFICATE OF SATISFACTORY COMPLETION OF**
21 **MILITARY SERVICE, INCLUDING THE NATIONAL GUARD AND THE MILITARY**
22 **RESERVES.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(B) AN EMPLOYER MAY GRANT A PREFERENCE IN HIRING AND PROMOTION**
2 **TO:**

3 **(1) AN ELIGIBLE VETERAN;**

4 **(2) THE SPOUSE OF AN ELIGIBLE VETERAN WHO HAS A**
5 **SERVICE-CONNECTED DISABILITY; OR**

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

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

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