

SENATE BILL 245

K3

6lr1283

By: ~~Senators Manno and Peters~~, Senators Peters, Middleton, Astle, Benson, Feldman, Hershey, Jennings, Kelley, Klausmeier, Mathias, Pugh, and Reilly

Introduced and read first time: January 22, 2016

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: February 9, 2016

CHAPTER _____

1 AN ACT concerning

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

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 HONORABLE DISCHARGE OR A CERTIFICATE OF SATISFACTORY COMPLETION OF
2 MILITARY SERVICE, INCLUDING ~~THE NATIONAL GUARD AND THE MILITARY~~
3 ~~RESERVES~~;

4 (1) THE NATIONAL GUARD;

5 (2) THE MILITARY RESERVES;

6 (3) THE COMMISSIONED CORPS OF THE PUBLIC HEALTH SERVICE;

7 (4) THE COMMISSIONED CORPS OF THE NATIONAL OCEANIC AND
8 ATMOSPHERIC ADMINISTRATION; AND

9 (5) THE COMMISSIONED CORPS OF THE COAST AND GEODETIC
10 SURVEY.

11 (B) AN EMPLOYER MAY GRANT A PREFERENCE IN HIRING AND PROMOTION
12 TO:

13 (1) AN ELIGIBLE VETERAN;

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

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

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

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

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.