

Chapter 319

(House Bill 306)

AN ACT concerning

Labor and Employment – Hiring and Promotion Preferences – Veterans and Their Spouses

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

BY adding to

Article – Labor and Employment

Section 3–714

Annotated Code of Maryland

(2008 Replacement Volume and 2015 Supplement)

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

Article – Labor and Employment

3–714.

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

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

(1) AN ELIGIBLE VETERAN;

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

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

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

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

Approved by the Governor, May 10, 2016.