



Representative Chris Tuck

House Minority Leader

Alaska State Legislature

District 23 - Representing Dimond Estates, Foxridge, Taku,
Campbell, Northwood and Windemere

Veteran Hiring Protection Facts

Provided by Department of Defense

- Ten percent of veterans who served in Iraq and Afghanistan were unemployed in October 2013.
- Forty States, the District of Columbia, Guam and Puerto Rico already award preference to veterans in initial hiring for public positions.
- While Title VII of the Civil Rights Act of 1964 prohibits veteran's preference in employment as unlawfully discriminatory, Section 11 of the act allows special rights of preferences to be granted to veterans as long as they are authorized under Federal, state or local law.
- Washington State was the first to pass legislation on a permissive veterans' preference law HB 1432 in 2011.
- To date, 12 states-Arkansas (Ark. Code Ann. § 11-15-103), Florida (HB 7015 2014: F.S. 295.188), Idaho (SB 1316), Iowa (SB 303), Maine (LD 1832/Chap. 576), Massachusetts (MA SB 1878), Minnesota, North Dakota (ND ST 37-19.1-05), Oregon (HB 4023), South Carolina, (HB 4922), Virginia (SB 516) and Washington-allow private employers to voluntarily give preference to veterans when making hiring decisions.
- The federal Government has been incorporating veterans' hiring preferences since the establishment of the Veterans' Preference Act of 1944, which is now codified in Title 5 USC.
- In 2011, President Obama challenged the private sector to hire or train 100,000 unemployed veterans and their spouses by the end of 2013.
- In April 2014, the administration reported over 290,000 veterans and military spouses have been trained or hired.
- As part of the initiative Joining Forces, new commitments were announced for private companies to hire a combined 435,000 veterans over the next five years.