



NATIONAL CONFERENCE of STATE LEGISLATURES

The Forum for America's Ideas

Update: Giving Veterans Hiring Preference

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Veterans' Preference in Public Employment

All 50 states, the District of Columbia, Guam and Puerto Rico award preference to veterans in initial hiring for public positions, usually by adding points to examination scores that determine the relative ranking of candidates.

Voluntary Veterans' Preference in Private Employment

Since NCSL's LegisBrief was published in December 2013, 13 more states have enacted legislation allowing private employers to give preference in hiring to honorably discharged veterans. Many of the laws also apply to spouses of disabled veterans and surviving spouses. This brings the total to 17 states (see chart below).

2015 legislation is pending in 14 states: Alabama (SB 269/SB 270), Alaska (HB 6/SB 2), Arizona (HB 2094), California (AB 1383), Connecticut (HB 6373), Illinois (HB 3122), Indiana (SB 298/HB 1159/HB 1530), Kansas (HB 2154), Nevada (AB 89), New Hampshire (SB 55), New York (SB 4326), Oklahoma (SB 195/HB 1752), Tennessee (SB 403/HB 804) and Texas (HB 3547/SB 1713).

Private Hiring Preference – Enacted Legislation (17)

State	Bill Number	Year
Arkansas	HB 1575	2013
Florida	HB 7015	2014
Idaho	SB 1316	2014
Iowa	SB 303	2014
Kentucky	HB 164 (To Governor)	2015
Maine	SB 735	2014
Massachusetts	SB 2052	2014
Michigan	HB 5418	2014
Minnesota	SB 1599	2012
Montana	SB 196 (To Governor)	2015
Nebraska	LB 272	2015
North Dakota	SB 2127	2013
Oregon	HB 4023	2014
South Carolina	HB 4922	2014
Virginia	SB 516	2014
Washington	HB 1432	2011
Utah	HB 232	2015