STATE OF NEW YORK

2465

2019-2020 Regular Sessions

IN ASSEMBLY

January 22, 2019

Introduced by M. of A. CUSICK, ASHBY -- read once and referred to the Committee on Veterans' Affairs

AN ACT to amend the executive law, in relation to permitting private employers to adopt a veterans' preference employment policy

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The executive law is amended by adding a new section 369-f to read as follows:

§ 369-f. Private employers veterans' preference policy. 1. As used in this section:

a. "Private employer" shall mean a corporation, partnership, limited liability company, not-for-profit corporation or other private entity with one or more employees and excludes the state, a municipality, county or school district.

b. "Veteran" shall mean an individual who served on active duty in the United States army, navy, marine corps, air force, coast guard or the reserves component, or who served in active military service of the United States as a member of the army, national guard, air national guard, New York guard or New York naval militia, and meets one or more of the following:

(i) Served on active duty for a period of more than one hundred eighty days and was discharged or released from active duty with other than a dishonorable discharge.

(ii) Was discharged or released because of a service connected disability.

(iii) Was discharged or released from duty with other than a dishonorable discharge from service under an order to active duty, excluding active duty for training.

c. "Veterans' preference employment policy" shall mean a private employer's voluntary preference for hiring, promoting, or retaining a veteran over another equally qualified applicant or employee.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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2. A private employer may adopt and apply a voluntary veterans' preference employment policy.

3. A veterans' preference employment policy shall be in writing and shall be applied uniformly to employment decisions regarding the hiring or promotion of veterans or the retention of veterans during a reduction in the workforce.

§ 2. This act shall take effect on the one hundred eightieth day after it shall have become a law.