



Present law provides that any such preference may be given only to a person who has attained at least the minimum score required on each test and who has received at least the minimum rating required for eligibility.

Proposed law retains present law but provides that a private employer may adopt an employment policy that gives preference in hiring to all of the following:

- (1) An honorably discharged veteran.
- (2) The spouse of a veteran with a service-connected disability.
- (3) The unremarried widow or widower of a veteran who died of a service-connected disability.
- (4) The unremarried widow or widower of a member of the U.S. Armed Forces who died in the line of duty under combat-related conditions.

Proposed law provides that the intent of the legislature is to authorize private employers to establish a preference in employment for certain veterans which shall be analogous to the system by which the state and city governments give preferences in employment to veterans pursuant to La. Constitution. Proposed law further clarifies that it is the intent of the legislature that the provisions of this Section are permissive and not mandatory as it relates to private employers.

Proposed law provides that the preferences for the employment of veterans in private companies pursuant to proposed law will not be considered a violation of any state or local equal employment opportunity law.

Proposed law provides that, if a company voluntarily elects to participate in the establishment of the veterans preference policy set forth in proposed law, the employer shall apply the policy uniformly to employment decisions regarding hiring.

Effective August 1, 2016.

(Adds R.S. 23:1001)