

House Bill 443 (AS PASSED HOUSE AND SENATE)

By: Representatives Dempsey of the 13<sup>th</sup>, Yates of the 73<sup>rd</sup>, Coomer of the 14<sup>th</sup>, Atwood of the 179<sup>th</sup>, Meadows of the 5<sup>th</sup>, and others

A BILL TO BE ENTITLED  
AN ACT

1 To amend Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to  
2 general provisions regarding labor and industrial relations, so as to permit employers to  
3 create and use a policy that provides preferential hiring, promoting, or retention to veterans  
4 of the armed forces of the United States; to provide for definitions; to provide a short title;  
5 to provide for related matters; to repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 This Act shall be known and may be cited as the "Voluntary Veterans' Preference  
9 Employment Policy Act."

10 **SECTION 2.**

11 Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to general  
12 provisions regarding labor and industrial relations, is amended by adding a new Code section  
13 to read as follows:

14 "34-1-8.

15 (a) As used in this Code section, the term:

16 (1) 'Employer' means any person engaged in business and having one or more  
17 employees, but does not include the federal government, state, or any political  
18 subdivision of the state.

19 (2) 'Veteran' means an individual who served on active duty in the armed forces of the  
20 United States and was honorably discharged from such service.

21 (3) 'Veterans' preference employment policy' means any employer's policy of preference  
22 in hiring, promoting, or retaining a veteran over any other qualified applicant or  
23 employee.

24 (b) Any employer may create and use a veterans' preference employment policy, which  
25 shall be in writing and applied uniformly to employment decisions regarding hiring,  
26 promotion, or retention during a reduction in force.

27 (c) An employer's use of a veterans' preference employment policy as provided for in this  
28 Code section shall not constitute a violation of any local or state equal employment  
29 opportunity law."

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**SECTION 3.**

31 All laws and parts of laws in conflict with this Act are repealed.