

**PRIVATE EMPLOYER'S VETERANS' PREFERENCE POLICY ACT**  
**Act 508 of 2014**

AN ACT to authorize private employers to adopt and apply a veterans' preference employment policy.

**History:** 2014, Act 508, Imd. Eff. Jan. 14, 2015.

*The People of the State of Michigan enact:*

\*\*\*\*\* 35.1201 THIS SECTION IS AMENDED EFFECTIVE SEPTEMBER 20, 2016: See 35.1201.amended \*\*\*\*\*

**35.1201 Short title; definitions.**

Sec. 1. (1) This act shall be known and may be cited as the "private employer's veterans' preference policy act".

(2) As used in this act:

(a) "Private employer" means a sole proprietor, corporation, partnership, limited liability company, or other private entity with 1 or more employees.

(b) "Veteran" means an individual who meets 1 or more of the following:

(i) Has served on active duty with the armed forces of the United States for a period of more than 180 days and was discharged or released from active duty with other than a dishonorable discharge.

(ii) Was discharged or released from active duty with the armed forces of the United States because of a service-connected disability.

(iii) Was discharged or released from duty with other than a dishonorable discharge from service as a member of a reserve or national guard component of the armed forces of the United States under an order to active duty, excluding active duty for training.

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

**History:** 2014, Act 508, Imd. Eff. Jan. 14, 2015.

\*\*\*\*\* 35.1201.amended THIS AMENDED SECTION IS EFFECTIVE SEPTEMBER 20, 2016 \*\*\*\*\*

**35.1201.amended Short title; definitions.**

Sec. 1. (1) This act shall be known and may be cited as the "private employer's veterans' preference policy act".

(2) As used in this act:

(a) "Private employer" means a sole proprietor, corporation, partnership, limited liability company, or other private entity with 1 or more employees.

(b) "Veteran" means an individual who meets both of the following:

(i) Is a veteran as defined in section 1 of 1965 PA 190, MCL 35.61.

(ii) Served at least 180 days of active duty in the armed forces of the United States or has a service-connected disability as a result of service in the armed forces of the United States.

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

**History:** 2014, Act 508, Imd. Eff. Jan. 14, 2015;—Am. 2016, Act 207, Eff. Sept. 20, 2016.

**35.1202 Voluntary veterans' preference employment policy; adoption by private employer; writing; uniform application.**

Sec. 2. (1) A private employer may adopt and apply a voluntary veterans' preference employment policy.

(2) 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.

**History:** 2014, Act 508, Imd. Eff. Jan. 14, 2015.