

IC 10-17-15

Chapter 15. Voluntary Veterans' Preference Employment Policy

IC 10-17-15-1

"DD 214"

Sec. 1. As used in this chapter, "DD 214" means a Department of Defense Report of Separation form or its predecessor or successor form.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-2

"Private employer"

Sec. 2. As used in this chapter, "private employer" means a sole proprietor, corporation, partnership, limited liability company, or other entity with one (1) or more employees. The term does not include:

- (1) the state;
- (2) a political subdivision (as defined in IC 36-1-2-13); or
- (3) a state educational institution (as defined in IC 21-7-13-32).

As added by P.L.205-2015, SEC.1.

IC 10-17-15-3

"Veteran"

Sec. 3. As used in this chapter, "veteran" means an individual who:

- (1) has served in:
 - (A) the United States armed forces or their reserves;
 - (B) the Indiana Army National Guard; or
 - (C) the Indiana Air National Guard; and
- (2) was released from active duty under conditions other than dishonorable.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-4

"Veterans' preference employment policy"

Sec. 4. As used in this chapter, "veterans' preference employment policy" means a private employer's voluntary veterans' preference employment policy that gives preference for hiring, promoting, or retaining a veteran over another qualified applicant or employee.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-5

Private employer authority

Sec. 5. Except as provided in section 10 of this chapter, a private employer may have a veterans' preference employment policy.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-6**Policy requirements**

Sec. 6. A veterans' preference employment policy under this chapter must be in writing and applied uniformly to employment decisions regarding hiring, promotion, or retention during a reduction in force.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-7**Eligibility**

Sec. 7. A private employer with a veterans' preference employment policy may require that a veteran submit a DD 214 to the private employer to be eligible for the preference.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-8**Granting of preference**

Sec. 8. Granting preference under this chapter does not violate any local or state equal employment opportunity laws.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-9**Duties of department**

Sec. 9. The Indiana department of veterans' affairs shall assist a private employer in determining if an applicant is a veteran in a manner that protects personal privacy consistent with applicable privacy laws and regulations.

As added by P.L.205-2015, SEC.1.

IC 10-17-15-10**Policy prohibitions**

Sec. 10. Any policy adopted under section 5 of this chapter may not:

- (1) apply to or abrogate a collectively bargained agreement in effect before the adoption of the policy; and
- (2) interfere with an employer's obligations under the federal National Labor Relations Act (29 U.S.C. 151 et seq.) or the federal Uniformed Services Employment and Reemployment Act (38 U.S.C. 4301 et seq.).

As added by P.L.205-2015, SEC.1.