

HOUSE RESEARCH

Bill Summary

FILE NUMBER: H.F. 2100
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Subject: Veterans: Authorizing private employers to voluntarily provide a veterans preference in hiring and promotion

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Overview

Background: Currently, Title VII of the Civil Rights Act of 1964, as amended, prohibits *voluntary veteran's preferences in employment* as unlawfully discriminatory under Title VII due to the potential disparate impact on female employees and applicants.

However, Section 11 of Title VII permits voluntary veterans preference if permitted by state or local law.

This bill would permit any private employer to grant preference in hiring and promotion to:

- (1) a veteran (section 1); as well as
- (2) the spouse of a disabled veteran who has a service-connected permanent and total disability (section 2); and/or
- (3) the surviving spouse of a deceased veteran (also section 2).

The bill (section 3) exempts these voluntary veterans preferences from any state or local equal employment opportunity law, including Minnesota Statutes, chapter 363A (*the Minnesota Human Rights Act*).