



# State of Tennessee

## PUBLIC CHAPTER NO. 9

### HOUSE BILL NO. 165

**By Representatives Pitts, Johnson, Reedy, Lamberth, Ragan, Jernigan, Clemmons, Gilmore, Beck, Akbari, Camper, Hardaway, Forgety, Williams, Eldridge, Casada, Cameron Sexton, Love, Thompson, Mitchell, Cooper, Windle, Turner, Towns, Parkinson, Gravitt, Favors, Lollar, Goins, Fitzhugh, Calfee, Keisling, Byrd, Dunn, Coley, Carter, Van Huss, Crawford, Sargent, Kumar, Powell, Miller, Staples, Kevin Brooks, Stewart, Harry Brooks, Moody, Powers, Mark White, Alexander, Sparks, Zachary**

**Substituted for: Senate Bill No. 209**

**By Senators Green, Crowe, Gresham, Norris, Tate**

AN ACT to amend Tennessee Code Annotated, Title 50, Chapter 1, Part 1, relative to hiring preferences.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 1, is amended by adding the following as a new section:

(a) A private employer may adopt an employment policy that gives preference in hiring to:

- (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; or
- (4) The unremarried widow or widower of a member of the United States armed forces who died in the line of duty.

(b) A private employer adopting a veterans preference shall have the policy in writing and may require submission of a certificate of release or discharge from active duty, department of defense form 214 (DD 214), as proof of eligibility for the veterans preference employment policy.

(c) A policy adopted pursuant to subsection (a) must be applied uniformly to employment decisions regarding hiring and promotion.

(d) The preferences authorized by this section are not considered violations of any state or local equal employment opportunity law.

(e) Nothing in this section requires a private employer to provide a preference in hiring to any of the persons listed in subsection (a).

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.

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PASSED: March 13, 2017

  
BETH HARWELL, SPEAKER  
HOUSE OF REPRESENTATIVES

  
RANDY MCNALLY  
SPEAKER OF THE SENATE

APPROVED this 22<sup>nd</sup> day of March 2017

  
BILL HASLAM, GOVERNOR