

**35.3 Veterans preference in private employment permitted.**

1. A private employer may grant preference in hiring and promotion to an individual who is a veteran.

2. *a.* A private employer may grant preference in hiring and promotion to the spouse of a veteran who has sustained a permanent, compensable service-connected disability as adjudicated by the United States veterans administration or by the retirement board of one of the armed forces of the United States.

*b.* A private employer may grant preference in hiring and promotion to the surviving spouse of a deceased member of the United States armed forces who died while serving on active duty during a time of military conflict or who died as a result of such service.

3. Granting a hiring or promotion preference under [this section](#) does not violate any state law or local ordinance regarding equal employment opportunity, including but not limited to [chapter 216](#).

4. The hiring and promotion preferences allowable under [this section](#) shall only be granted if consistent with applicable federal laws and regulations.

[2014 Acts, ch 1116, §29](#)