## 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.  $\alpha$ . 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