

1 EMPLOYER'S PREFERENCE FOR HIRING AN ELIGIBLE INDIVIDUAL IF THE
2 ELIGIBLE INDIVIDUAL IS AT LEAST AS QUALIFIED AS THE OTHER
3 APPLICANTS.

4 (e) "VETERAN WITH A DISABILITY" MEANS A VETERAN WHO HAS A
5 COMPENSABLE, SERVICE-CONNECTED DISABILITY AS ADJUDICATED BY THE
6 UNITED STATES DEPARTMENT OF VETERANS AFFAIRS OR THE APPROPRIATE
7 BRANCH OF THE ARMED FORCES.

8 (2) A PRIVATE EMPLOYER MAY ADOPT AND APPLY A VETERANS'
9 PREFERENCE HIRING POLICY IF:

10 (a) THE PRIVATE EMPLOYER APPLIES THE VETERANS' PREFERENCE
11 HIRING POLICY UNIFORMLY TO ALL HIRING DECISIONS;

12 (b) THE PRIVATE EMPLOYER REQUIRES A VETERAN TO PROVIDE
13 PROOF OF SERVICE BY FURNISHING A COPY OF THE VETERAN'S DISCHARGE
14 DOCUMENT DD214;

15 (c) THE PRIVATE EMPLOYER REQUIRES THE SPOUSE OF A SERVICE
16 MEMBER KILLED IN THE LINE OF DUTY TO FURNISH PROOF OF MARRIAGE TO
17 THE SERVICE MEMBER KILLED IN THE LINE OF DUTY AND A COPY OF THE
18 SERVICE MEMBER'S DISCHARGE DOCUMENT DD214 AND THE DEATH
19 CERTIFICATE; AND

20 (d) THE VETERANS' PREFERENCE HIRING POLICY IS IN WRITING AND
21 SPECIFIES THE DATE THAT THE POLICY TAKES EFFECT.

22 (3) THE ADOPTION AND APPLICATION OF A VETERANS' PREFERENCE
23 HIRING POLICY BY A PRIVATE EMPLOYER IN ACCORDANCE WITH THIS
24 SECTION IS NOT A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE IN
25 VIOLATION OF PART 4 OF ARTICLE 34 OF TITLE 24.

26 (4) A PRIVATE EMPLOYER MAY ADVERTISE FOR AND ACTIVELY
27 RECRUIT VETERANS TO APPLY FOR EMPLOYMENT WITH THE PRIVATE
28 EMPLOYER REGARDLESS OF WHETHER THE PRIVATE EMPLOYER ADOPTS A
29 VETERANS' PREFERENCE HIRING POLICY.

30 (5) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2029.
31 BEFORE THE REPEAL, THE VETERANS' PREFERENCE HIRING POLICY IS
32 SCHEDULED FOR REVIEW IN ACCORDANCE WITH SECTION 24-34-104.

33 **SECTION 2.** In Colorado Revised Statutes, 24-34-104, add
34 (30)(a)(VII) as follows:

35 **24-34-104. General assembly review of regulatory agencies**
36 **and functions for repeal, continuation, or reestablishment - legislative**
37 **declaration - repeal.** (30) (a) The following agencies, functions, or both,
38 are scheduled for repeal on September 1, 2029:

39 (VII) THE VETERANS' PREFERENCE HIRING POLICY ESTABLISHED IN
40 SECTION 8-1-153.

41 **SECTION 3. Act subject to petition - effective date.** This act



1 takes effect at 12:01 a.m. on the day following the expiration of the
2 ninety-day period after final adjournment of the general assembly; except
3 that, if a referendum petition is filed pursuant to section 1 (3) of article V
4 of the state constitution against this act or an item, section, or part of this
5 act within such period, then the act, item, section, or part will not take
6 effect unless approved by the people at the general election to be held in
7 November 2022 and, in such case, will take effect on the date of the
8 official declaration of the vote thereon by the governor."

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