COMMITTEE REPORT

April 30, 2014

**H. 4922**

Introduced by Reps. G.M. Smith, Rutherford, Cobb‑Hunter, Sandifer, Weeks, Delleney, White, Gilliard, Anderson and Hosey

S. Printed 4/30/14--S.

Read the first time March 19, 2014.

**THE COMMITTEE ON JUDICIARY**

To whom was referred a Bill (H. 4922) to amend Section 1‑13‑80, Code of Laws of South Carolina, 1976, relating to unlawful employment practices and exceptions, so as to provide that it is, etc., respectfully

**REPORT:**

That they have duly and carefully considered the same and recommend that the same do pass:

JOHN L. SCOTT, JR. for Committee.

**STATEMENT OF ESTIMATED FISCAL IMPACT**

ESTIMATED FISCAL IMPACT ON GENERAL FUND EXPENDITURES:

$0 (No additional expenditures or savings are expected)

ESTIMATED FISCAL IMPACT ON FEDERAL & OTHER FUND EXPENDITURES:

$0 (No additional expenditures or savings are expected)

**EXPLANATION OF IMPACT:**

The State Commission for Minority Affairs and State Budget and Control Board (Human Resource Division) estimate this bill will have no fiscal impact on the state general fund or on federal and/or other funds.

*Approved By:*

Brenda Hart

Office of State Budget

**A** **BILL**

TO AMEND SECTION 1‑13‑80, CODE OF LAWS OF SOUTH CAROLINA, 1976, RELATING TO UNLAWFUL EMPLOYMENT PRACTICES AND EXCEPTIONS, SO AS TO PROVIDE THAT IT IS NOT AN UNLAWFUL EMPLOYMENT PRACTICE FOR A PRIVATE EMPLOYER TO GIVE HIRING PREFERENCES TO A VETERAN, AND TO EXTEND THE PREFERENCE TO THE VETERAN’S SPOUSE IF THE VETERAN HAS A SERVICE‑CONNECTED PERMANENT AND TOTAL DISABILITY.

Be it enacted by the General Assembly of the State of South Carolina:

SECTION 1. Section 1‑13‑80(I) of the 1976 Code is amended by adding an appropriately numbered item at the end to read:

“( ) It is not an unlawful employment practice for a private employer to give preference in employment to a veteran. This preference is also extended to the veteran’s spouse if the veteran has a service‑connected permanent and total disability. A private employer who gives a preference in employment provided by this item does not violate any other provision of this chapter by virtue of giving the preference. For purposes of this item, ‘veteran’ has the same meaning as provided in Section 25‑11‑40.”

SECTION 2. This act takes effect upon approval by the Governor.

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