



HOUSE BILL 114: Employment Preference for Military Personnel.

2025-2026 General Assembly

Committee:	House Homeland Security and Military and Veterans Affairs. If favorable, re-refer to Commerce and Economic Development. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	April 15, 2025
Introduced by:	Reps. Charles Smith, Ager, Goodwin, K. Hall	Prepared by:	Amy Darden
Analysis of:	First Edition		Committee Counsel

OVERVIEW: *House Bill 114 would expand the employment preference for military personnel by doing the following:*

- *Removing the requirements related to period of war.*
- *Including a person serving on active duty.*
- *Including a member of the United States Armed Forces Reserve.*
- *Including the spouse or dependent of a qualified person.*

CURRENT LAW: G.S. 128-15 grants veterans an employment preference, in appreciation for service to this State and this country.

BILL ANALYSIS: House Bill 114 would expand those currently eligible for the veterans employment preference by removing the requirements related a period of war, including persons serving on active duty, including members of the United States Armed Forces Reserve, including the spouse or dependent of qualified persons, and including the spouse or dependent of qualified persons who were killed while on active duty.

EFFECTIVE DATE: The bill would become effective when it becomes law and apply to applications and other employment events occurring on or after that date.

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