

LEGISLATURE OF NEBRASKA  
ONE HUNDRED FIFTH LEGISLATURE  
FIRST SESSION

**LEGISLATIVE BILL 497**

Introduced by Brewer, 43; Linehan, 39.

Read first time January 18, 2017

Committee: Government, Military and Veterans Affairs

- 1 A BILL FOR AN ACT relating to veterans; to amend sections 48-227, 48-238,
- 2 and 71-1382.01, Revised Statutes Cumulative Supplement, 2016; to
- 3 change references to a federal form relating to veterans; to
- 4 harmonize provisions; and to repeal the original sections.
- 5 Be it enacted by the people of the State of Nebraska,

1 Section 1. Section 48-227, Revised Statutes Cumulative Supplement,  
2 2016, is amended to read:

3 48-227 (1) Veterans who obtain passing scores on all parts or phases  
4 of an examination or numerical scoring shall have five percent added to  
5 their passing score if a claim for such preference is made on the  
6 application. An additional five percent shall be added to the passing  
7 score or numerical scoring of any disabled veteran.

8 (2) When no examination or numerical scoring is used, the preference  
9 shall be given to the qualifying veteran if two or more equally qualified  
10 candidates are being considered for the position.

11 (3) All notices of positions of employment available for veterans  
12 preference and all applications for such positions by the state or its  
13 governmental subdivisions shall state that the position is subject to a  
14 veterans preference.

15 (4) A veteran desiring to use a veterans preference shall provide  
16 the hiring authority with a copy of the veteran's Department of Defense  
17 Form 214, also known as the DD Form 214, or its successor form or record.  
18 A spouse of a veteran desiring to use a veterans preference shall provide  
19 the hiring authority with a copy of the veteran's Department of Defense  
20 Form 214 or its successor form or record, a copy of the veteran's  
21 disability verification from the United States Department of Veterans  
22 Affairs demonstrating a one hundred percent permanent disability rating,  
23 and proof of marriage to the veteran. Any marriage claimed for veteran  
24 preference must be valid under Nebraska law.

25 (5) Within thirty days after filling a position, veterans who have  
26 applied and are not hired shall be notified by regular mail, electronic  
27 mail, telephone call, or personal service that they have not been hired.  
28 Such notice also shall advise the veteran of any administrative appeal  
29 available.

30 Sec. 2. Section 48-238, Revised Statutes Cumulative Supplement,  
31 2016, is amended to read:

1           48-238 (1) For purposes of this section:

2           (a) Private employer means a sole proprietorship, a corporation, a  
3 partnership, an association, a limited liability company, or any other  
4 entity with one or more employees;

5           (b) Veteran means (i) a person who served full-time duty with  
6 military pay and allowances in the armed forces of the United States,  
7 except for training or for determining physical fitness, and was  
8 discharged or otherwise separated with a characterization of honorable or  
9 general (under honorable conditions), or (ii) the spouse of a veteran who  
10 (A) has a one hundred percent permanent disability as determined by the  
11 United States Department of Veterans Affairs or (B) was killed in hostile  
12 action; and

13           (c) Voluntary veterans preference employment policy means a private  
14 employer's voluntary preference for hiring and promoting a veteran over  
15 another equally qualified applicant or employee.

16           (2) A private employer may adopt a voluntary veterans preference  
17 employment policy. Such policy shall be in writing and applied uniformly  
18 to decisions regarding hiring and promotion.

19           (3) If a private employer offers a voluntary veterans preference  
20 employment policy, a veteran desiring to use such policy shall provide  
21 the private employer with a copy of the veteran's Department of Defense  
22 Form 214, also known as the DD Form 214, or its successor form or record.  
23 A spouse of a veteran desiring to use such preference shall provide the  
24 private employer with a copy of the veteran's Department of Defense Form  
25 214 or its successor form or record, proof of marriage to the veteran,  
26 and either (a) a copy of the veteran's disability verification from the  
27 United States Department of Veterans Affairs demonstrating a one hundred  
28 percent permanent disability rating or (b) a copy of the veteran's  
29 Department of Defense Form 1300 or its successor form documenting that  
30 the veteran was killed in hostile action.

31           (4) If a private employer implements a voluntary veterans preference

1 employment policy, it shall notify the Commissioner of Labor of such  
2 policy. The commissioner shall use the information to maintain a registry  
3 of the private employers that have a voluntary veterans preference  
4 employment policy in Nebraska.

5 (5) A voluntary veterans preference employment policy shall not be  
6 considered a violation of any state or local equal employment opportunity  
7 law including the Nebraska Fair Employment Practice Act.

8 Sec. 3. Section 71-1382.01, Revised Statutes Cumulative Supplement,  
9 2016, is amended to read:

10 71-1382.01 (1)(a) If the authorizing agent or his or her  
11 representative has not directed or otherwise arranged for the final  
12 disposition of cremated remains or claimed cremated remains for final  
13 disposition as provided in section 71-1382, the crematory authority or  
14 funeral establishment may provide information regarding the unclaimed  
15 remains to the United States Department of Veterans Affairs, the Nebraska  
16 Department of Veterans' Affairs, or a veterans service organization and  
17 request that the department or the veterans service organization working  
18 with the department:

19 (i) Determine if, based on the information received, the unclaimed  
20 cremated remains are those of a veteran or the spouse or dependent of a  
21 veteran; and

22 (ii) Verify if the decedent is eligible for burial in a veteran  
23 cemetery.

24 (b) The information provided to the department may include a copy of  
25 the person's death certificate, the person's name, date of birth, place  
26 of birth, date of death, marriage certificate, social security number,  
27 military service number, branch of service, or military rank on date of  
28 death, or the Department of Defense Form 214, also known as the DD Form  
29 214, or its successor form or record.

30 (c) The information submitted by the crematory authority or funeral  
31 establishment to the Nebraska Department of Veterans' Affairs shall not

1 be considered a public record for purposes of sections 84-712 to  
2 84-712.09.

3 (2) If the crematory authority or funeral establishment receives  
4 notification of a determination by the United States Department of  
5 Veterans Affairs or the Nebraska Department of Veterans' Affairs that the  
6 unclaimed cremated remains are those of a veteran or the spouse or  
7 dependent of a veteran and such person is eligible for burial in a  
8 veteran cemetery, then the crematory authority or funeral establishment  
9 may relinquish control of such remains to a veterans service organization  
10 or a designated member or employee of such organization.

11 (3)(a) The veterans service organization shall provide disposition  
12 of the remains of such veteran or the spouse or dependent of a veteran  
13 with a funeral at a veteran cemetery after:

14 (i) The veterans service organization has made reasonable efforts to  
15 locate the authorizing agent to notify him or her of the veterans service  
16 organization's intent to claim the cremated remains for the purpose of  
17 providing disposition in accordance with this section;

18 (ii) The cremated remains of such veteran or the spouse or dependent  
19 of a veteran have been in the possession of the veterans service  
20 organization for a period of at least one year; and

21 (iii) No attempt has been made to claim the unclaimed cremated  
22 remains by the authorizing agent within such one-year period.

23 (b) The veterans service organization may provide disposition of  
24 cremated remains by placement in a tomb, mausoleum, crypt, or columbarium  
25 in a veteran cemetery or by burial in a veteran cemetery but shall not  
26 scatter the cremated remains.

27 (4) If the crematory authority or funeral establishment relinquishes  
28 control of the unclaimed cremated remains to a veterans service  
29 organization, it shall:

30 (a) Establish and maintain a record identifying the veterans service  
31 organization receiving the remains; and

1           (b) Retain such record for five years from the date of transfer of  
2 the remains to the veterans service organization.

3           (5) A crematory operator, funeral director, crematory authority,  
4 funeral establishment, or veterans service organization shall not be  
5 liable for the disposition of cremated remains in accordance with this  
6 section unless there is negligence or misconduct.

7           Sec. 4. Original sections 48-227, 48-238, and 71-1382.01, Revised  
8 Statutes Cumulative Supplement, 2016, are repealed.