

REFERENCE TITLE: military spouse; preference; employment

State of Arizona
House of Representatives
Fifty-seventh Legislature
Second Regular Session
2026

HB 2707

Introduced by
Representatives Márquez: Gillette

AN ACT

AMENDING SECTIONS 23-495 AND 23-495.01, ARIZONA REVISED STATUTES; AMENDING
TITLE 41, CHAPTER 4, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING
SECTION 41-710.04; RELATING TO EMPLOYMENT POLICIES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 23-495, Arizona Revised Statutes, is amended to
3 read:

4 23-495. Definitions

5 In this article, unless the context otherwise requires:

6 1. "DD-214" means a United States department of defense report of
7 separation form or its predecessor or successor forms.

8 2. "MILITARY SPOUSE PREFERENCE EMPLOYMENT POLICY" MEANS A PRIVATE
9 EMPLOYER'S VOLUNTARY PREFERENCE FOR HIRING, PROMOTING OR RETAINING A
10 MILITARY SPOUSE OVER ANOTHER QUALIFIED APPLICANT OR EMPLOYEE.

11 ~~2.~~ 3. "Private employer":

12 (a) Means a sole proprietor, corporation, partnership, limited
13 liability company or other entity with one or more employees. ~~Private~~
14 ~~employer~~

15 (b) Does not include this state, a political subdivision of this
16 state or a public institution of higher education IN THIS STATE.

17 ~~3.~~ 4. "Veteran" means a person who served on active duty in the
18 United States armed forces and who was discharged or released under
19 honorable conditions.

20 ~~4.~~ 5. "Veterans' preference employment policy" means a private
21 employer's voluntary preference for hiring, promoting or retaining a
22 veteran over another qualified applicant or employee.

23 Sec. 2. Section 23-495.01, Arizona Revised Statutes, is amended to
24 read:

25 23-495.01. Voluntary veterans' and military spouse preference
26 employment policy; private employers;
27 eligibility

28 A. A private employer may adopt a voluntary veterans' preference
29 employment policy OR A VOLUNTARY MILITARY SPOUSE PREFERENCE EMPLOYMENT
30 POLICY.

31 B. The veterans' preference employment policy OR VOLUNTARY MILITARY
32 SPOUSE PREFERENCE EMPLOYMENT POLICY shall be in writing and applied
33 uniformly to employment decisions regarding hiring, promotion or retention
34 during a reduction in force.

35 C. A private employer with a veterans' preference employment policy
36 OR A MILITARY SPOUSE PREFERENCE EMPLOYMENT POLICY may require that a
37 veteran submit a DD-214 OR THAT A MILITARY SPOUSE SUBMIT DOCUMENTATION
38 PROVING THAT THE PERSON IS A MILITARY SPOUSE to be eligible for the
39 preference.

40 Sec. 3. Title 41, chapter 4, article 1, Arizona Revised Statutes,
41 is amended by adding section 41-710.04, to read:

42 41-710.04. Voluntary military spouse employment policy;
43 eligibility; definition

44 A. NOTWITHSTANDING ANY OTHER LAW, THIS STATE OR AN AGENCY OF THIS
45 STATE MAY ADOPT A VOLUNTARY MILITARY SPOUSE PREFERENCE EMPLOYMENT POLICY.

1 B. THE VOLUNTARY MILITARY SPOUSE PREFERENCE EMPLOYMENT POLICY SHALL
2 BE IN WRITING AND APPLIED UNIFORMLY TO EMPLOYMENT DECISIONS REGARDING
3 HIRING, PROMOTION OR RETENTION DURING A REDUCTION IN FORCE.

4 C. THIS STATE OR AN AGENCY OF THIS STATE WITH A MILITARY SPOUSE
5 PREFERENCE EMPLOYMENT POLICY MAY REQUIRE THAT A MILITARY SPOUSE SUBMIT
6 DOCUMENTATION PROVING THAT THE PERSON IS A MILITARY SPOUSE TO BE ELIGIBLE
7 FOR THE PREFERENCE.

8 D. FOR THE PURPOSES OF THIS SECTION, "MILITARY SPOUSE PREFERENCE
9 EMPLOYMENT POLICY" HAS THE SAME MEANING PRESCRIBED IN SECTION 23-495.