



**WISCONSIN LEGISLATIVE COUNCIL
AMENDMENT MEMO**

2007 Assembly Bill 32

**Assembly Substitute
Amendment 1, as Amended**

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Assembly Substitute Amendment 1 (ASA 1) prohibits an employer and certain others from refusing to hire, employ, admit, or license a person based on the person's military service. "Military service" is defined as service in the U.S. armed forces, the state defense force, the national guard of any state, or any other reserve component of the U.S. armed forces. The prohibition against discriminating because of military service pertains if the person is, or applies to be, in military service, or if the person performs, has performed, applies to perform, or has an obligation to perform military service.

Under *ASA 1*, it is *not* employment discrimination because of military service to refuse to hire (or take the other steps against) a person who has been less than honorably discharged from military service and where the circumstances of the discharge substantially relate to the circumstances of the particular job or licensed activity. *Assembly Amendment 1 to ASA 1* specifies three types of military discharges to which this provision applies: less than honorable, bad conduct, and dishonorable. *Assembly Amendment 1 to Assembly Amendment 1 to ASA 1* adds a fourth type of entry-level separation.

Legislative History

In executive session on May 2, 2007, the Assembly Committee on Veterans Affairs introduced and adopted Assembly Amendment 1 to ASA 1, on votes of Ayes, 7; Noes, 1. The committee then adopted ASA 1, as amended, and recommended passage of the bill, as amended, on votes of Ayes, 7; Noes, 1.

On October 30, 2007, Representatives Peterson and Roth introduced, and the Assembly adopted, Assembly Amendment 1 to Assembly Amendment 1 to ASA 1. The Assembly then adopted Assembly Amendment 1 to ASA 1 and ASA 1, as amended, and passed the bill, all on voice votes.

PS:ty:ksm