

§ 126A-5-14. Preference for veterans, National Guard members, and spouses of active-duty troops.

(a) It shall be the policy of the State of North Carolina that, in appreciation for their service to this State and this country, and in recognition of the time and advantage lost toward the pursuit of a civilian career, veterans, eligible members of the National Guard, and other eligible persons under this section shall be granted preference in employment for positions subject to the provisions of G.S. 126A-5-2 with every agency.

(b) Definitions. – The following definitions apply in this section:

- (1) Eligible member of the National Guard. – Any of the following:
 - a. A resident of North Carolina who is a current member in good standing of either the North Carolina Army National Guard or the North Carolina Air National Guard.
 - b. A resident of North Carolina who is a former member of either the North Carolina Army National Guard or the North Carolina Air National Guard, whose discharge is under honorable conditions with a minimum of six years of creditable service.
 - c. The surviving spouse or dependent of a member of the North Carolina Army National Guard or the North Carolina Air National Guard.
- (2) Eligible person. – Any of the following:
 - a. A veteran.
 - b. The spouse of a disabled veteran.
 - c. The surviving spouse or dependent of a deceased veteran.
 - d. An eligible member of the National Guard.
 - e. The spouse of a service member who is serving in the Armed Forces of the United States on active duty.
- (3) Veteran. – A person who served in the Armed Forces of the United States on active duty, for reasons other than training, and has been discharged under other than dishonorable conditions.

(c) The Commission shall establish a policy to provide for a veteran and National Guard preference. The policy shall include a provision that any eligible person who has reason to believe that he or she did not receive a veteran's preference in accordance with the provisions of this section or policies adopted under it may appeal that denial as provided by G.S. 126A-8-4 and G.S. 126A-8-5.

(d) G.S. 128-15 shall apply to those persons exempted from coverage of this section but shall not apply to any person covered by this section. (2026-40, s. 1.)