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FISCAL NOTE

Drafting Number: LLS 18-0105
Prime Sponsors: Sen. Crowder
Rep. Landgraf

Date: January 17, 2018
Bill Status: Senate SVMA
Fiscal Analyst: Clare Pramuk | 303-866-2677
Clare.Pramuk@state.co.us

Bill Topic: VETERANS EMPLOYMENT PREFERENCE BY PRIVATE EMPLOYER

**Summary of
Fiscal Impact:** State Revenue TABOR Refund
 State Expenditure (*potential, minimal*) Local Government
 State Transfer Statutory Public Entity

This bill allows private employers to give preference to military veterans in hiring, promoting, or retention. The bill creates a potential and minimal workload increase beginning in FY 2018-19.

**Appropriation
Summary:** No appropriation is required.

**Fiscal Note
Status:** This fiscal note reflects the introduced bill.

Summary of Legislation

This bill allows private employers to give preference to military veterans in hiring, promoting, or retaining a veteran over another equally qualified applicant or employee as long as certain conditions are met. The bill requires that if adopted by the employer, this policy be written, publicly posted, and referenced on the employer's job application. An employer that adopts and applies a veteran's preference policy in accordance with the bill is not committing a discriminatory or unfair labor practice. The Department of Labor and Employment may promulgate rules that establish proof that an individual is a veteran and eligible for a private employer's preference employment policy.

State Expenditures

Beginning in FY 2018-19, the Department of Labor and Employment may have a minimal increase in workload to respond to employer and applicant questions about the veteran's preference employment policy. The fiscal note does not anticipate that the department will use its authority to promulgate rules but if it does, and legal services hours are required, the fiscal note assumes this can be accomplished within the department's existing legal services appropriation.

Effective Date

The bill takes effect August 8, 2018, if the General Assembly adjourns on May 9, 2018, as scheduled, and no referendum petition is filed.

State and Local Government Contacts

Information Technology

Labor and Employment

Military Affairs