

# FISCAL NOTE

Nonpartisan Services for Colorado's Legislature

**Drafting Number:** LLS 19-0681 **Date:** January 15, 2019 **Prime Sponsors:** Sen. Hisey Bill Status: Senate SVMA

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VETERANS EMPLOYMENT PREFERENCE BY PRIVATE EMPLOYER **Bill Topic:** 

□ TABOR Refund Summary of □ State Revenue State Expenditure (potential, minimal) □ Local Government **Fiscal Impact:** 

□ 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 2019-20.

**Appropriation Summary:** 

No appropriation is required.

**Fiscal Note** Status:

The fiscal note reflects the introduced bill.

### **Summary of Legislation**

This bill allows private employers to give preference to military veterans and National Guard members 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; prominently posted at the place of employment or on any website maintained by the private employer; and referenced on the employer's job application. An employer that adopts and applies a veterans' 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 veterans' and eligible for a private employer's veterans' preference employment policy.

## State Expenditures

Beginning in FY 2019-20, 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. If it does, and legal services hours are required, this can be accomplished within the department's existing legal services appropriation.

SB 19-056

## **Effective Date**

The bill takes effect August 2, 2019, if the General Assembly adjourns on May 3, 2019, as scheduled, and no referendum petition is filed.

### **State and Local Government Contacts**

Information Technology Labor Law Military Affairs