



Legislative
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SB 19-056

**FINAL
FISCAL NOTE**

Drafting Number: LLS 19-0681
Prime Sponsors: Sen. Hisey
Rep. Carver

Date: May 30, 2019
Bill Status: Postponed Indefinitely
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Bill Topic: VETERANS EMPLOYMENT PREFERENCE BY PRIVATE EMPLOYER

Summary of Fiscal Impact:

<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
<input checked="" type="checkbox"/> State Expenditure (<i>potential, minimal</i>)	<input type="checkbox"/> Local Government
<input type="checkbox"/> State Transfer	<input type="checkbox"/> 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. This bill was not enacted into law; therefore, the impacts identified in this analysis do not take effect.

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.

Effective Date

The bill was postponed indefinitely by the Senate State, Veterans and Military Affairs Committee on January 30, 2019.

State and Local Government Contacts

Information Technology Labor Law Military Affairs