



Legislative
Council Staff

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FISCAL NOTE

Drafting Number: LLS 20-0563
Prime Sponsors: Rep. Carver
Sen. Hisey; Todd

Date: February 26, 2020
Bill Status: House SVMA
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Bill Topic: **VETERANS HIRING PREFERENCE**

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| Summary of Fiscal Impact: | <input type="checkbox"/> State Revenue | <input type="checkbox"/> TABOR Refund |
| | <input checked="" type="checkbox"/> State Expenditure | <input type="checkbox"/> Local Government |
| | <input type="checkbox"/> State Transfer | <input type="checkbox"/> Statutory Public Entity |

The bill allows private employers to give preference to military veterans, members of the national guard, or the spouse of either a disabled veteran or a veteran killed in the line of duty, in hiring decisions. The bill may create a workload increase beginning in FY 2020-21.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The fiscal note reflects the introduced bill.

Summary of Legislation

The bill allows a private employer to give preference to military veterans, members of the National Guard, or the spouse of either a disabled veteran or a veteran killed in the line of duty, when making hiring decisions between two similarly qualified candidates. If a private employer elects to implement a veterans' preference hiring policy, it must be applied uniformly to all hiring decisions. An employer that adopts a veterans' preference hiring policy in accordance with this bill is not committing a discriminatory or unfair labor practice.

State Expenditures

Beginning in FY 2020-21, workload may increase for the Department of Labor and Employment and the Department of Military Affairs to respond to queries related to the bill. The Department of Labor and Employment may receive additional inquiries regarding the legality or requirements of veterans' preference hiring policies. Additionally, the Department of Military Affairs may receive additional inquiries from employers attempting to verify an individual's veteran status. This increase in workload is expected to be minimal and can be accomplished within existing appropriations.

Effective Date

The bill takes effect August 5, 2020, if the General Assembly adjourns on May 6, 2020, as scheduled, and no referendum petition is filed.

State and Local Government Contacts

Information Technology
Military Affairs

Labor
Regulatory Agencies