



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

FISCAL NOTE

Drafting Number:	LLS 18-0105	Date:	January 17, 2018
Prime Sponsors:	Sen. Crowder Rep. Landgraf	Bill Status:	Senate SVMA
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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 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