



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Fiscal Note

Drafting Number:	LLS 21-0546	Date:	February 17, 2021
Prime Sponsors:	Rep. Ortiz; Carver	Bill Status:	House SCMVA
		Fiscal Analyst:	Josh Abram 303-866-3561 Josh.Abram@state.co.us

Bill Topic:	VETERANS' HIRING PREFERENCE
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Summary of Fiscal Impact:	No fiscal impact. This bill provides a statutory basis for private employers to show preference to veterans in hiring decisions.
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Appropriation Summary:	No appropriation is required.
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Fiscal Note Status:	This fiscal note reflects the introduced bill.
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Summary of Legislation

The bill allows a private employer to adopt a hiring policy showing preference to hiring a military veteran, or the spouse of a disabled veteran or service member killed in the line of duty. A hiring preference may be shown so long as the preferred applicant is as equally qualified as the non-veteran applicant, and the employer applies the policy uniformly to all hiring decisions.

Assessment of No Fiscal Impact

The bill provides a statutory basis for private employers to show preference to veterans in hiring decisions. This may provide a defense for employers against discrimination lawsuits; however, it is not expected to change the total number of civil claims pursued, and the courts will not have increased costs or revenue as a result. The bill will primarily impact private actors, and will not affect state or local government revenue or expenditures. For these reasons, the bill is assessed as having no fiscal impact.

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State and Local Government Contacts

Judicial

Labor

Law

Military Affairs