

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 403 – HB 804**

February 22, 2015

**SUMMARY OF BILL:** Authorizes private employers to establish a preference in employment policies for hiring certain veterans, disabled veterans, spouses of veterans, widows of veterans, and widowers of veterans, provided any adopted preference policy is in writing and is applied uniformly to employment decisions regarding hiring and promotion. Requires any such veteran, disabled veteran, spouse of a veteran, widow of a veteran, and widower of a veteran to provide the employer, that has adopted a preference policy, a copy of the DD214 form for the applicable individual to be eligible for the preference.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumption:

- The Department of Labor and Workforce Development, the Department of Veterans Affairs, and the Department of Human Resources all confirm this bill will not result in any operational impact to the department.

**IMPACT TO COMMERCE:**

**NOT SIGNIFICANT**

Assumptions:

- Enactment of this bill could lead to additional employment opportunities for certain veterans, disabled veterans, spouses of veterans, and widows and widowers of veterans. However, any change in the total number of jobs is estimated to be not significant.
- No significant change to business revenue, business expenditures, or net income.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Jeffrey L. Spalding".

Jeffrey L. Spalding, Executive Director

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