

Legislative Analysis



VETERAN'S EMPLOYEE RESOURCE NOTIFICATION ACT

Phone: (517) 373-8080
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House Bill 5736 (H-2) as reported from committee

Sponsor: Rep. Denise Mentzer

Committee: Labor

Complete to 6-26-24

Analysis available at
<http://www.legislature.mi.gov>

(Enacted as Public Act 197 of 2024)

SUMMARY:

House Bill 5736 would create a new act, the Veteran's Employee Resource Notification Act. Under the act, an **employer** would be required to display a poster at its place of business that includes information related to the following veterans' services:

- The phone number and website for the Department of Military and Veterans Affairs (DMVA).
- The phone number and website for the United States Department of Veterans Affairs.
- The phone number for the United States Department of Veterans Affairs veterans crisis line.
- Services for substance abuse or mental health.
- Education, workforce, or job training resources.
- Tax benefits.
- Obtaining a designation as a veteran on a driver's license or state ID card.
- Eligibility for state unemployment benefits.
- Legal services.

Employer would mean a person that employs one or more full-time employees.

The poster would have to be displayed in a conspicuous location that is accessible to employees.

Additionally, the act would require the Department of Labor and Economic Opportunity (LEO) to work with the DMVA to create posters containing the above required information and to make those posters available to employers free of charge. LEO and DMVA would have to make the poster available for download on their respective websites.

BRIEF DISCUSSION:

According to committee testimony, many veterans struggle with the return to civilian life and face challenges in understanding services and benefits that may be available at their workplace, especially those in rural areas. House Bill 5736 is intended to address the lack of access to resources by ensuring that relevant, verified information is available to veterans at their workplaces so that they can access the support they need.

Reportedly, seven states have a similar requirement for veterans' benefit notices. The Illinois legislature passed such a requirement in June 2024, but it has not yet been signed into law.

FISCAL IMPACT:

House Bill 5736 would entail minimal costs for the Department of Labor and Economic Opportunity. Any additional responsibilities would be sufficiently offset by existing departmental resources and staffing.

POSITIONS:

Representatives of the United Steelworkers testified in support of the bill. (6-13-24)

The following entities indicated support for the bill:

- Department of Labor and Economic Opportunity (6-20-24)
- Michigan AFL-CIO (6-13-24)
- United Food and Commercial Workers Local 876 (6-13-24)

The following entities indicated opposition to the bill (6-13-24):

- Michigan Manufacturers Association
- National Federation of Independent Business

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.