

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 0915-01
Bill No.: HB 522
Subject: Holidays; Veterans
Type: Original
Date: March 4, 2005

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Total Estimated Net Effect on General Revenue Fund	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 4 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTIONS

Officials from the **Office of Administration, Division of Personnel, the Department of Economic Development, the Department of Labor and Industrial Relations, and the Department of Public Safety, Office of the Director, State Highway Patrol, and Missouri Veterans Commission**, assume this proposal would have no fiscal impact on their organizations.

Oversight assumes this proposal would have no significant fiscal impact on any state or local government organization.

<u>FISCAL IMPACT - State Government</u>	FY 2006 (10 Mo.)	FY 2007	FY 2008
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Local Government

FY 2006
(10 Mo.)

FY 2007

FY 2008

\$0

\$0

\$0

FISCAL IMPACT - Small Business

This proposal could impact small businesses which would need to schedule veterans' days off and assign other employees to work on Veterans Day.

DESCRIPTION

This proposal would give veterans employed in Missouri the right to not work on Veterans Day without fear of reprisal from their employer. Any veteran could request not to work on Veterans Day and any employer in this state would be required to grant such request from a veteran as long as the following conditions are met:

- The veteran would submit proof of his or her status as a veteran to the employer a minimum of thirty calendar days prior to the first Veterans Day that he or she is requesting off.
- The veteran would submit a request not to work on a particular Veterans Day, in writing, a minimum of thirty calendar days prior to that particular Veterans Day.
- No employer could take any adverse action regarding such veteran's employment as a result of exercising his or her right to not work on Veterans Day.
- Any veteran could exercise his or her right to not work on Veterans Day without loss of any right or benefit to which the veteran employee is entitled.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of Administration
 Division of Personnel
Department of Economic Development
Department of Labor and Industrial Relations
Department of Public Safety
 Office of the Director
 State Highway Patrol
 Missouri Veterans Commission

A handwritten signature in black ink that reads "Mickey Wilson". The signature is written in a cursive, flowing style.

Mickey Wilson, CPA
Director
March 4, 2005