

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 3428</b>
<b>Version:</b>	<b>Introduced</b>
<b>Request Number:</b>	<b>14358</b>
<b>Author:</b>	<b>Rep. Menz</b>
<b>Date:</b>	<b>2/3/2026</b>
<b>Impact:</b>	<b>\$0</b>

**Research Analysis**

HB 3428, as introduced, requires the Department of Labor to work with the Division of Veteran Services to create and distribute a veterans services poster that every employer with over 50 full-time employees must display. The poster must include information on:

- The Division of Veterans Services and the department's veterans program;
- Mental health and substance abuse treatment;
- Educational, workforce, and training resources;
- Tax benefits;
- State driver licenses and non-driver ID cards;
- Unemployment benefits;
- Legal services; and
- The U.S. Department of Veterans Affairs Veterans Crisis Line.

Prepared By: Autumn Mathews, House Research Staff

**Fiscal Analysis**

House Bill 3428 requires the Department of Labor to consult with the Division of Veterans Services to create and distribute a veterans benefits poster and mandates that certain employers display it. Any additional administrative workload is expected to be absorbable within existing agency resources. Therefore, the measure is not anticipated to have a direct fiscal impact on the state budget or appropriations.

Prepared By: Zach Lein, House Fiscal Staff

**Other Considerations**

None.