

BILL SUMMARY
2nd Session of the 60th Legislature

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

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.