



GOVERNOR'S OFFICE OF
BUDGET AND PROGRAM PLANNING

Fiscal Note 2027 Biennium

Bill#/Title: **HB0319: Prohibiting employer requirements for employees to attend controversial social vision training**

Primary Sponsor: Steven Kelly Status: As Introduced

Included in the Executive Budget Needs to be included in HB 2 Significant Local Gov Impact

Significant Long-Term Impacts Technical Concerns Dedicated Revenue Form Attached

FISCAL SUMMARY

	<u>FY 2026</u> <u>Difference</u>	<u>FY 2027</u> <u>Difference</u>	<u>FY 2028</u> <u>Difference</u>	<u>FY 2029</u> <u>Difference</u>
Expenditures				
General Fund (01)	\$77,404	\$64,604	\$65,573	\$66,557
Revenues				
General Fund (01)	\$0	\$0	\$0	\$0
Net Impact	<u>(\$77,404)</u>	<u>(\$64,604)</u>	<u>(\$65,573)</u>	<u>(\$66,557)</u>
General Fund Balance				

Description of fiscal impact

HB 319 prohibits employers from requiring employees to attend controversial social vision trainings and amends the reference in 13-1-116, MCA, to public accommodation in 49-2-101 (20), MCA. The bill places jurisdiction for activities specified in the bill under the Department of Labor and Industry (DLI).

FISCAL ANALYSIS

Assumptions

Department of Labor and Industry

- DLI's Human Rights Bureau received over 400 complaints in 2024. This bill establishes a new category of claim to be filed with the agency. The department estimates an additional 0.50 FTE Investigator 1 to investigate these claims.
- The department estimates a one-time-only cost of \$10,000 in FY 2026 for rulemaking as a result of HB 319. The time will primarily take the form of legal staff drafting as well as Secretary of State fees for administrative rules proposals and adoption.
- Starting July 1, 2025, DLI will need to hire a 0.50 FTE Investigator 1 for a cost of annual salary and benefits of \$49,887 in FY 2026 and FY 2027. A 1.5% adjustment has been added for FY 2028 and FY 2029.
- The department estimates operating costs such as telephone, copiers, scanners, utilities, minor equipment, supplies, technology costs, rent, and indirect costs is \$17,517 in FY 2026 and \$14,717 in FY 2027. A 1.5% inflationary adjustment has been added for FY 2028 and FY 2029. One-time-only operating expenditures for the 0.50 FTE include \$1,600 for office supplies and equipment and \$1,200 for a computer and are included in FY 2026 operating expense total.

Fiscal Analysis Table

	FY 2026 Difference	FY 2027 Difference	FY 2028 Difference	FY 2029 Difference
<u>Fiscal Impact</u>				
FTE	0.50	0.50	0.50	0.50
TOTAL Fiscal Impact	0.50	0.50	0.50	0.50
<u>Expenditures</u>				
Personal Services	\$49,887	\$49,887	\$50,635	\$51,395
Operating Expenses	\$27,517	\$14,717	\$14,938	\$15,162
TOTAL Expenditures	\$77,404	\$64,604	\$65,573	\$66,557
<u>Funding of Expenditures</u>				
General Fund (01)	\$77,404	\$64,604	\$65,573	\$66,557
TOTAL Funding of Expenditures	\$77,404	\$64,604	\$65,573	\$66,557
<u>Revenues</u>				
<u>Net Impact to Fund Balance (Revenue minus Funding of Expenditures)</u>				
General Fund (01)	(\$77,404)	(\$64,604)	(\$65,573)	(\$66,557)

Technical Concerns

1. The definition of “controversial social vision” is unclear and requires the DLI to determine whether an issue is “broadly accepted in society” without providing a definition of those terms or establishing a means for determination. The definition further requires an estimation of whether an issue “generate[s] strong opposition” without defining how such a determination might be made or the factors for consideration.



Sponsor's Initials

2-3-25

Date



Budget Director's Initials

1/31/2025

Date