



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

1. 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.
2. 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.
3. 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.
4. 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

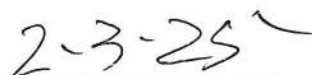
	<u>FY 2026</u> <u>Difference</u>	<u>FY 2027</u> <u>Difference</u>	<u>FY 2028</u> <u>Difference</u>	<u>FY 2029</u> <u>Difference</u>
<u>Fiscal Impact</u>				
FTE	0.50	0.50	0.50	0.50
TOTAL Fiscal Impact	0.50	0.50	0.50	0.50
<u>Expenditures</u>				
Personal Services	\$49,887	\$49,887	\$50,635	\$51,395
Operating 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



Date



Budget Director's Initials

1/31/2025

Date