



# HOUSE BILL 213: Post NC Veterans' Benefits.

2025-2026 General Assembly

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<b>Committee:</b>	House Commerce and Economic Development. If favorable, re-refer to Rules, Calendar, and Operations of the House	<b>Date:</b>	April 8, 2025
<b>Introduced by:</b>	Reps. Goodwin, Loftis, Majeed, Charles Smith	<b>Prepared by:</b>	Amy Darden
<b>Analysis of:</b>	PCS to Second Edition H213-CSBB-9		Committee Counsel

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**OVERVIEW:** *The PCS to House Bill 213 would require adding provisions of law relative to North Carolina veterans' benefits to the existing requirement for an employer, with five or more employees, to post a printed notice furnished by the Department of Labor (DOL) stating provisions of the law relating to employment of adults and children.*

**CURRENT LAW:** Currently, G.S. 95-9 requires an employer with more than five employees to post a printed notice, in a conspicuous place in every room, a printed notice stating the provisions of law relative to the employment of adults and children and the regulation of hours and working conditions. DOL shall furnish the printed form of the notice upon request.

**BILL ANALYSIS:** The PCS of House Bill 213 would modify G.S. 95-9 by also requiring the inclusion of provisions of law relative to veterans' benefits of this State on the notice already provided by DOL. It would also remove language requiring the placement of a notice in every room. The notice would be furnished in digital form on the DOL website or printed form, upon request.

A traditional printed notice would include labor laws and a veterans benefit Quick Response (QR) Code that will link to the North Carolina Department of Military and Veterans Affairs (DMVA) current year resource webpage.

A digital form notice would be required to contain the following:

- A QR Code for labor laws, linking to the DOL current year publications webpage.
- A QR Code for veterans' benefits, linking to the DMVA current year resource webpage.
- All the following information about services for veterans:
  - The DMVA contact and website information for veterans' services.
  - Benefits and claims.
  - Employment and training.
  - Housing assistance, including assistance for homeless veterans.
  - Requests for military records.

The PCS would also require DOL to consult with the DMVA to create the veterans' benefits and services notice. DOL and DMVA would be required to also provide a digital notice for voluntary use on their

Kara McCraw  
Director



Legislative Analysis  
Division  
919-733-2578

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websites. The digital notice for voluntary use would read: "We Support Our Veterans. To learn more about benefits please scan the QR code." The QR Code would link to the current year DMVA resource webpage.

**EFFECTIVE DATE:** The bill would become effective on January 1, 2026.