

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 2025

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HOUSE BILL 213

Committee Substitute Favorable 3/25/25
Committee Substitute #2 Favorable 4/8/25

Short Title: Post NC Veterans' Benefits.

(Public)

Sponsors:

Referred to:

February 27, 2025

**A BILL TO BE ENTITLED
AN ACT AMENDING THE LABOR LAWS TO REQUIRE EMPLOYERS TO POST NOTICE
OF VETERANS' BENEFITS.**

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 95-9 reads as rewritten:

"§ 95-9. Employers to post notice of laws.

(a) It shall be the duty of every employer who has five or more employees to keep posted in a conspicuous place ~~in every room where five or more persons are employed~~ a printed notice stating the provisions of the law relative to the employment of adult persons and children and the children, the regulation of hours and hours, working conditions, conditions, and the provisions of the law relative to veterans' benefits of this State. The Commissioner of Labor shall furnish ~~the~~a digital form on its website or a printed form of such notice upon request. A traditional notice with printed labor laws and a veterans' benefit Quick Response (QR) Code that will link to the North Carolina Department of Military and Veterans Affairs current year resource webpage may be offered to those who request it. The digital form notice shall have a digital Quick Response (QR) Code for labor laws that will link to the North Carolina Department of Labor current year publications webpage and a digital Quick Response (QR) Code for veterans' benefits that will link to the North Carolina Department of Military and Veterans Affairs current year resource webpage, both webpages shall be promptly updated to current State and federal benefit changes, and will include, at a minimum, information about the following services for veterans:

- (1) The Department of Military and Veterans Affairs' contact and website information for veterans' services.
- (2) Benefits and claims.
- (3) Employment and training.
- (4) Housing assistance, including assistance for homeless veterans.
- (5) Requests for military records.

(b) The Department of Labor shall consult with the Department of Military and Veterans Affairs to create the veterans' benefits and services notice. The Department of Labor and the North Carolina Department of Military and Veterans Affairs shall make available on its website a digital notice for voluntary use only to read: "We Support Our Veterans. To learn more about benefits please scan the QR code." This Quick Response (QR) Code will also link to the North Carolina Department of Military and Veterans Affairs current year resource webpage."

SECTION 2. This act is effective January 1, 2026.

