



SPONSOR: Rep. K. Williams & Rep. Osienski & Rep. Ramone &
Sen. Walsh & Sen. Delcollo
Reps. Baumbach, Bentz, Chukwuocha, Cooke,
K. Johnson, Kowalko, Longhurst, Matthews, Mitchell,
Seigfried, Michael Smith, Viola; Sens. Hansen, Lockman,
Paradee, Poore, Sokola, Sturgeon

HOUSE OF REPRESENTATIVES
150th GENERAL ASSEMBLY

HOUSE BILL NO. 289

AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE CLARIFYING THAT A TRAINING WAGE IS ONLY
DURING THE FIRST 90 DAYS AFTER INITIAL EMPLOYMENT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend § 902, Title 19 of the Delaware Code by making deletions as shown by strike through and
insertions as shown by underline as follows:

§ 902 Minimum wage rate (For current federal minimum wage, see 29 U.S.C. § 206(a)(1)(A))

(c) For purposes of this section:

(5) “Initially employed by the employer” means the first time an employee is employed by an employer.

(e)(1) *Training wage.* — In lieu of the minimum wage otherwise required under this section, an employer may
pay an employee who is 18 years of age or older, only during the first 90 ~~consecutive~~ calendar days after the employee is
initially employed by the employer, a wage rate that is not more than \$0.50 less than the wage rate prescribed in subsection
(a) of this section.

Section 2. This Act takes effect 90 days after its enactment into law.

SYNOPSIS

This bill clarifies when an employer may pay a training wage in lieu of the minimum wage. A training wage is
only during the first 90 days after the employee is initially hired by the employer. This bill defines that as the first time an
employee is trained for the duties of a position or a substantially similar position.