



**150th GENERAL ASSEMBLY  
FISCAL NOTE**

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**BILL:** SENATE BILL NO. 8  
**SPONSOR:** Senator Walsh  
**DESCRIPTION:** AN ACT TO AMEND TITLE 19 AND TITLE 29 OF THE DELAWARE CODE AND CHAPTER 280, VOLUME 81 OF THE LAWS OF DELAWARE RELATING TO COLLECTIVE BARGAINING FOR STATE EMPLOYEES.

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**Assumptions:**

1. This Act becomes effective upon the signature of the Governor.
2. This Bill requires that compensation be considered during collective bargaining negotiations for any employee groups represented by a certified labor organization. The Bill also eliminates any deadline for reaching an agreement related to compensation.
3. Currently, three (3) Senior Labor Relations and Employment Specialists within the Department of Human Resources participate in 12 to 15 contract negotiations proceedings annually.
4. This Bill would allow annual compensation negotiations with each of the over 40 current union groups. The Department of Human Resources anticipates additional operational impacts to implement this legislation. The estimated impacts include:

*Human Resources*

- \$100,000 for legal fees related to dispute resolution and other legal proceedings that result from the anticipated increase in contract negotiations.
- \$195,446 for two (2) additional Senior Labor Relations and Employment Practices Specialists, their materials, supplies, and computer expenses. These positions will focus solely on labor relations, which are anticipated to increase with this legislation.

*PHRST (Payroll)*

- \$157,186 for one (1) additional HR Specialist V and one (1) additional Information systems support specialist position and their related computing supplies and materials to update and maintain changes to the payroll system for additional pay grades and pay plans resulting from this legislation.
5. This fiscal analysis makes no assumptions on the impacts of wage negotiations as a result of this legislation.

**Cost:**

FY 2020: \$ 452,600  
FY 2021: \$ 452,600  
FY 2022: \$ 452,600

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