150th GENERAL ASSEMBLY
FISCAL NOTE
REVISED

BILL:	**SENATE SUBSTITUTE NO. 1 TO 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.**

Assumptions:

1. This Act would become effective upon the signature of the Governor and takes effect on January 1, 2020.

2. This Act allows representatives of bargaining units to work with the Secretary of the Department of Human Resources to organize or consolidate bargaining units in a manner in which they can agree for purposes of collective bargaining for compensation in conjunction with or separately from collective bargaining for terms and conditions.

3. Currently, three (3) Senior Labor Relations and Employment Specialists within the Department of Human Resources participates in 12 to 15 contract negotiations proceedings annually.

4. This Act 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.

- $185,444 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)

- $164,684 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. Fiscal Year 2020 reflects nine-months of personnel & legal costs based on the Act's effective date.

Cost:

Fiscal Year 2020:	$ 349,471
Fiscal Year 2021:	$ 460,128
Fiscal Year 2022:	$ 460,128

Prepared by Art Jenkins
Office of the Controller General