153rd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**SENATE BILL NO. 194**
SPONSOR:	**Senator Poore**
DESCRIPTION:	**AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WAREHOUSE WORKER PROTECTIONS.**

Assumptions:

1. This Act becomes effective upon signature by the Governor.

2. This Act establishes protections for employees who work in a warehouse distribution center, specifically in relation to warehouse production quotas and unlawful retaliation.

3. This Act expands upon the duties and powers of the Department of Labor (Department) to:
   a. Adopt regulations relating to procedures for employees to make a complaint alleging violations.
   b. Investigate complaints regarding employment practices.
   c. Engage with the Department of Health and Social Services to enforce the provisions of this Act.
   d. Strategically collaborate with stakeholders to educate workers and employers about their rights and obligations.

4. The Department will require additional staffing and associated funding as follows:
   a. 2.0 FTEs, including 1.0 FTE Management Analyst III, and 1.0 FTE Community Relations Officer. Associated personnel funding is estimated in the amount of $179,780 annually, including OECs at a rate of 33.41%.
   b. Ongoing operational costs, including supplies and contractual services (administrative, technology, and lease costs) are estimated at $54,600.
   c. One-time start-up costs associated with new positions, including computers and workstations, are estimated at $14,600.
   d. One-time marketing costs associated with educating workers and employers about their rights and obligations under this Act are estimated at $40,000.

5. Lastly, the Fiscal Year 2027 personnel costs have been estimated for nine months of funding with the annualization of the remaining three months incorporated into subsequent year estimates. Additionally, a 2% inflation cost has been included for projected increases in salary and OECs.

Cost:

	One-Time Costs	**Ongoing Costs**
Fiscal Year 2027:	$54,600	$187,069
Fiscal Year 2028:		$235,629
Fiscal Year 2029:		$239,298

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