



**153rd GENERAL ASSEMBLY  
FISCAL NOTE**

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

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**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:**

	<b>One-Time Costs</b>	<b>Ongoing Costs</b>
<b>Fiscal Year 2027:</b>	\$54,600	\$187,069
<b>Fiscal Year 2028:</b>		\$235,629
<b>Fiscal Year 2029:</b>		\$239,298

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