



**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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Office of the Controller General