

**DELAWARE SHRM JOINT LEGISLATIVE INITIATIVE
(DELAWARE STATE COUNCIL, DELMARVA SHRM & DE SHRM CHAPTERS)**

**LEGISLATIVE UPDATE
APRIL 1, 2018**

1. FEATURED LEGISLATION – DELAWARE S.B. 10 – MINIMUM WAGE INCREASE

April 2018 Declared SHRM Legislative Month in Delaware (control-click)

Introduced on January 12, 2017: This Act increased the minimum wage by 50 cents a year beginning in 2017 and ending in 2020. After 2020, the minimum wage required to be paid increases based on the cost-of-living adjustment under the federal Social Security Act.
Amendments: S.B. 10 was amended to increase the current minimum wage from \$8.25 to \$8.75 effective October 1, 2018 and from \$8.75 to \$9.25 effective October 1, 2019. The bill has also been amended to eliminate the cost-of-living increases.

Background: Delaware’s current Minimum Wage of \$8.25 per hour has been in effect since June 1, 2015 when it was increased from \$7.25. The General Minimum Wage Rate is \$7.25 per hour. The minimum wage rates in surrounding states are:

- Pennsylvania - \$7.25, same as the federal minimum wage
- New Jersey – Increased from \$8.00 to \$8.60 on January 1, 2018 (automatic cost-of-living adjustment)
- Maryland - \$9.25 effective July 1, 2017, increasing to \$10.10 on July 1, 2018

Talking Points:

- Increasing the Minimum Wage will lead to increased automation and reduced employment
- Increased cost of goods and services
- The increases will have a ripple effect that will require wage increases for employees other than those making the current Delaware minimum wage
- Without an increase in the Delaware Minimum Wage businesses located close to the DE-MD border will experience some difficulty staffing their entry level jobs.

When meeting with your Members of the General Assembly, please be sure to:

- Make the ask! Ask your Representative to vote against any minimum wage increase.
- Tell your story! What has your experience been with increasing minimum wages?
- Thank the legislator for their time and follow-up with them if appropriate.

S.B. 10 Defeated in Senate! But New Bill Introduced!

2. STATE OF DELAWARE LEGISLATION OF INTEREST

TOPIC	BILL	SHORT SUMMARY
Recreational Use of Marijuana	H.B. 110	Introduced on March 30, 2017 by Rep. Keeley: The Delaware Marijuana Control Act regulates and taxes marijuana in the same manner as alcohol. It allows adults of age 21 and over to legally possess and consume under 1 ounce of marijuana for personal use. It does not give people the right to grow their own marijuana. Click below for copy of H.B. 110. http://legis.delaware.gov/BillDetail?LegislationId=25571
Equal Rights Amendment to the Delaware Constitution	H.B. 299	Introduced on January 16, 2018 by Rep. Longhurst: It says: <i>“Equality of Rights under the law shall not be denied or abridged on account of the sex of the individual.”</i> This is the first leg of an amendment to the Delaware Constitution to provide equal rights on the basis of sex. Passage requires an affirmative vote by 2/3rds of the Delaware House and Senate in two consecutive Delaware General Assemblies. It will provide protection against state and local laws that discriminate on the basis of sex. By adding an Equal Rights Amendment to our Constitution, Delaware will officially declare that “equal protection under the law” is a fundamental right. Click below for copy of H.B. 299. https://legis.delaware.gov/BillDetail?LegislationId=26248

<p>Minimum Wage Increase</p> <div style="border: 1px solid black; padding: 5px; transform: rotate(-15deg); display: inline-block;"> <p>Prior Minimum Wage Bill S.B. 10 was defeated and Senator Marshall has re-introduced the Minimum Wage Increase as S.B. 170</p> </div>	<p>S.B. 170</p>	<p>Introduced on March 28, 2018 by Sen. Marshall: The Act increases the minimum wage by 50 cents a year beginning on October 1, 2018 as follows below:</p> <ul style="list-style-type: none"> • \$8.75 per hour effective October 1, 2018 • \$9.25 per hour effective October 1, 2019 • \$9.75 per hour effective October 1, 2020 • \$10.25 per hour effective October 1, 2021 <p>Click below for copy of S.B. 170. http://legis.delaware.gov/BillDetail?LegislationId=26445</p>
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3. APRIL 2018 DECLARED SHRM LEGISLATIVE MONTH IN DELAWARE

April 10th – DE SHRM Breakfast Meeting at Christiana Hilton, Employment Law Update and Hot Topics, Jennifer Jauffret & Lori Brewington, Richards Layton and Finger, P.A.

(link to registration information: <http://www.deshrm.org/events/EventDetails.aspx?id=1047797>)

April 17th – DelMarVa SHRM Dinner Meeting at Dover Downs, Lobbyist, Scott Kidner and Representative Dan Short

(link to registration information: <https://delmarva.shrm.org/events/2018/04/legislative-updateget-involved>)

April 26th – Legislative Day in Dover, DE SHRM and DelMarVa SHRM “Members Only Event” (limited to first 30 registered and paid attendees). Days Agenda: Guided Tour of Legislative Hall (9-10 a.m.); Presentation by Rep. Jeff Spiegelman at Dover Library (10:15-11:30 a.m.); Presentation by Rep. Paul Baumbach and Lunch at Frazier’s Restaurant (11:30 a.m. -1:30 p.m.); Return to Legislative Hall to Observe House/Senate in Session (1:30-?)

(link to registration information: <http://www.deshrm.org/events/EventDetails.aspx?id=1080568>)

4. LEGISLATIVE SURVEY FOR SHRM MEMBERS IN DELAWARE

The survey focuses on 3 important legislative issues. We will be gathering your thoughts and opinions to better serve you in the future. The survey will only take 5-10 minutes to complete. To voice the opinions of human resources professionals, cumulative results will be shared with our legislators in Dover on April 26th during Legislative Day. Please be assured that the answers that you provide will be kept confidential. For DE SHRM Members and DelMarVa SHRM Members click on the following link to complete the survey:

http://www.deshrm.org/surveys/default.asp?id=2018_Legislative_Survey)

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This publication is the result of combined efforts by members of Delaware SHRM State Council, DE SHRM and DelMarVa SHRM Chapters. Any questions or suggestions should be referred to members of the Delaware SHRM State Joint Legislative Initiative Committee. This Legislative Update is for informational purposes only. It is strongly recommended that you consult with an attorney for legal advice.