

DELAWARE SHRM JOINT LEGISLATIVE INITIATIVE

(DELAWARE STATE COUNCIL, DELMARVA SHRM & DE SHRM CHAPTERS)

LEGISLATIVE UPDATE

JANUARY 1, 2018

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1. FEATURED LEGISLATION – STATE OF DELAWARE - SENATE BILL NO. 10 (SB 10) MINIMUM WAGE INCREASE

On January 11, 2017, Senator Robert Marshall and Senator Margaret Rose Henry co-sponsored SB 10 that would increase the current minimum wage of \$8.25 per hour by \$.50 per year for 4 years until it reached \$10.25 per hour on October 1, 2020. SB 10 also included a provision that would automatically increase the minimum wage after October 1, 2020 by a percentage equivalent to the cost-of-living adjustment as set forth in the federal Social Security Act.

On April 6, 2017, Sen. Marshall submitted two amendments to SB 10. Senate Amendment No. 1 removes provisions tying future increases in the state minimum wage to the cost-of-living adjustments under the federal Social Security Act. Senate Amendment No. 2 changes the \$8.75 and \$9.25 per hour effective dates and removes the increases beyond \$9.25 per hour. If SB 10 and both amendments pass and are signed into law, the following changes would result in Delaware minimum's wage rate:

- From \$8.25 to \$8.75 per hour effective March 1, 2018
- From \$8.75 to \$9.25 per hour effective March 1, 2019

Click [here](#) for access to the actual wording of SB 10 and Sen. Marshall's amendments.

For comparison to other states, click [here](#) for a link to a map and a chart of upcoming increases to minimum wage rates. It should be noted that Maryland's minimum wage rate is currently at \$9.25 and is scheduled to increase to \$10.10 per hour on July 1, 2018. New Jersey's minimum wage will automatically increase on January 1, 2018 from \$8.44 to \$8.60. Virginia and Pennsylvania appear to be holding steady at the \$7.25 per hour federal minimum wage rate.

2. DELAWARE SHRM JOINT LEGISLATIVE INITIATIVE – INITIATIVES PLANNED FOR 2018

- Develop Legislative Guide for members, to include federal, state, local elected and appointed officials, summary of legislative process, and policy on taking a position on legislation, guide to advocacy (letter writing, connecting with officials, and tips on providing testimony).
- Develop and implement a monthly communication (email and website posting) for DelMarVa and DE SHRM members and others focusing on proposed federal, state and local legislation, regulations and court decisions, and SHRM A-Team activities.
- Define/strengthen our role/participation with other organizations – primarily through direct participation with DSCC and CDCC but also identifying other key organizations to coordinate with when appropriate, i.e., NCCC, ABC, ADH, NFIB, Delaware Business Roundtable, etc.

- Develop a mechanism/process (i.e. Survey Monkey) for State Council and Chapters to obtain input from members/organizations and others regarding the financial, administrative impacts and potential job losses associated with proposed legislation. Additionally, survey members to identify existing legislation/regulations that could be modified to ease, correct or advance HR practice in Delaware.
- With Chapters Coordinate/Collaborate/Assist with Legislative Conferences/Workshops/Monthly Chapter Meetings in Kent, Sussex and New Castle counties designed to educate/inform/engage HR professionals and legislators/regulators – at least 1 activity annually to include participation/engagement of 1-2 elected or appointed officials.

3. STATE OF DELAWARE LEGISLATION OF INTEREST

HB 96 – Wage Bargaining for State Employees <http://legis.delaware.gov/BillDetail?LegislationId=25541>

HB 110 – Recreational Use of Marijuana <http://legis.delaware.gov/BillDetail?LegislationId=25571>

HB 172 – Limited Recovery of Overpayment by Insurance Companies to 24 Months

<http://legis.delaware.gov/BillDetail?LegislationId=25773>

HB 214 – Wage Bargaining for Correctional Officers <http://legis.delaware.gov/BillDetail?LegislationId=25921>

SB 10 – Minimum Wage Increase <http://legis.delaware.gov/BillDetail?LegislationId=25378>

SB 41 – Coverage for Serious Mental Illness and Drug and Alcohol Dependency

<http://legis.delaware.gov/BillDetail?LegislationId=25773>

4. SHRM A-TEAM ACTION ALERTS, TAKE-ACTION!

Tell Your Members of Congress to:

- Pass HB 4219 – WorkFlex in the 21st Century Act
- Preserve the Tax Treatment of Employer-Provided Educational Assistance
- Support the Upward Mobility Enhancement Act that expands tax-free tuition reimbursement to \$11,500
- Click on the following link for more information: <http://www.advocacy.shrm.org/home?6>

5. FEDERAL LEGISLATION/REGULATIONS OF INTEREST

HB 4219 – WorkFlex in the 21st Century Act <https://www.congress.gov/115/bills/hr4219/BILLS-115hr4219ih.pdf>

6. LOCAL GOVERNMENT LEGISLATION OF INTEREST

Sussex County Council – Right-to-Work Ordinance <https://sussexcountyde.gov/labor-union-ordinance>

7. DELAWARE SHRM JOINT LEGISLATIVE INITIATIVE COMMITTEE CONTACT INFORMATION

Jon C. McDowell, SHRM-SCP, Delaware State Council, Legislative Affairs Director (jmcdowell1@comcast.net)

Dan Bloom, SPHR, SHRM-SCP, DE SHRM, Legislative Chair (dbloom@printpack.com)

Janie Libby, MBA, PHR, DelMarVa SHRM, Vice President of Legislative/Government Affairs (jlibby@doverdowns.com)

Patricia Clendening, GPHR, SPHR, SHRM-SCP, Director, Delaware State Council (tricia@hrstrategies.org)

Joanne Lee, SHRM-SCP, DE SHRM, Certification Chair (jlee@nksdistributors.com)

Dr. Nicole Evans, DBA, SPHR, DE SHRM, Nomination Chair (evansn@gbc.edu)

Jacqueline Poquette, SHRM-SCP, DelMarVa SHRM, Vice President of Communications (jpoquette@eaglesgrp.com)

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.