

LEAVE AND DISABILITY REGULATORY COMPLIANCE

Summary of legislative and regulatory changes

Private employer sector | Fourth quarter 2021

TABLE OF CONTENTS

Delaware..... 3
 HB 122 (subminimum wage)..... 3



The information contained in this publication is prepared for Sedgwick by Jeff Nowak and his colleagues at Littler Mendelson, P.C. The summaries contained in this publication are for informational purposes only, not for the purpose of establishing an attorney-client relationship. Use of and access to this publication does not create an attorney-client relationship between Littler Mendelson, P.C. and the user.

Delaware

HB 122 (subminimum wage)

Enacted Oct. 20, 2021

Effective Oct. 20, 2021

Delaware law authorizes employers to employ an individual with a disability at a subminimum wage pursuant to a special certificate issued under federal law or by the state department of labor's regulations. This [amendment](#) modifies the state minimum wage law to repeal the subminimum wage for persons with disabilities.

Beginning Jan. 31, 2024, an employer may not employ or agree to employ or otherwise remunerate or compensate an individual with a disability at an hourly rate lower than the minimum wage. The Employment First Oversight Commission will oversee the development and implementation of a plan to phase out the subminimum wage for individuals with disabilities on or before Jan. 31, 2024.

The Information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your Company's attendance and/or leave policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to Company Policy.

© 2022 Sedgwick

800.625.6588

Sedgwick@sedgwick.com

SEDGWICK.COM