

OFFICE OF FISCAL ANALYSIS

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sSB-412

AN ACT CONCERNING THE PROTECTION OF WAREHOUSE
WORKERS IN THE STATE.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$
Resources of the General Fund	GF - Potential Revenue Gain	None	See Below
Workers' Compensation Com.	WCF - Potential Cost	None	See Below

Note: GF=General Fund; WCF=Workers' Compensation Fund

Municipal Impact: None

Explanation

The bill establishes protections for employees of certain warehouse distribution centers, resulting in the following fiscal impacts beginning in FY 26.

The bill allows covered employees or the Attorney General to bring a civil action in Superior Court for violations of the bill's provisions, resulting in a potential revenue gain to the state. Violations may be subject to civil penalties of up to \$3,000.¹ These cases are not expected to result in a cost to the Attorney General or the courts.²

The bill also requires the Workers' Compensation Commission (WCC) to monitor injury rates at warehouse distribution centers,

¹\$1,000 for the first violation, \$2,000 for the second violation, and \$3,000 for the third and subsequent violations.

²The court system disposed of over 263,000 cases in FY 23 and the number of cases is not anticipated to be great enough to need additional resources.

resulting in a potential cost to the state. The exact cost will depend on the extent to which WCC requires additional resources to collect this data.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of civil actions brought under this bill.