

Nebraska Legislative Bills Introduced 2022 (108th Legislature, First Regular Session)

April 12, 2023 Update

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Bill No.	Bill Description	Status
LB101 Erdman	<p>Provide for an exemption from the Nebraska Workers' Compensation Act for certain agricultural operations</p> <p>Employer Impact: The addition provides for an exemption from the act for certain agricultural operations if the employer files a waiver with the Director of Insurance in a form and manner to be determined. The waiver is effective for one year. An exempt employer is deemed liable for any injury occurring to an employee as a direct result of performing the duties associated with the job; but a company contracting with such an employer is not liable for such injury.</p>	<p>1/6/2023 – Date of Introduction</p> <p>1/10/2023 – Referred to Business and Labor Committee</p> <p>2/2/2023 – Notice of hearing for February 13, 2023</p>
LB198	Provide for a return to work and authorize contributions under the	1/9/2023 – Date of Introduction

McDonnell	<p>School Employees Retirement Act and the Class V School Employees Retirement Act</p> <p>Employer Impact: This bill would change the rules related to separation of school employees, along with the impact of such separation on the employee's retirement benefit, disability retirement benefit, and distribution pursuant to the retirement system.</p>	<p>1/11/2023 – Referred to Nebraska Retirement Systems Committee</p> <p>2/15/2023 – Notice of hearing for February 23, 2023</p> <p>3/14/2023 – Nebraska Retirement Systems Priority Bill</p> <p>3/30/2023 (following actions)- Cavanaugh, M. MO364 Indefinitely postpone pursuant to Rule 6 Section 3(f) filed</p> <p>Cavanaugh, M. MO365 Recommit to Nebraska Retirement Systems filed</p> <p>Cavanaugh, M. MO366 Bracket until June 1, 2023 filed</p> <p>Cavanaugh, M. MO367 Indefinitely postpone filed</p> <p>Cavanaugh, M. MO368 Recommit to Nebraska Retirement Systems Committee filed</p> <p>Cavanaugh, M. MO369 Bracket until June 2, 2023 file</p> <p>Cavanaugh, M. MO370 Recommit to Nebraska Retirement Systems Committee filed</p>
LB291 Cavanaugh	<p>Require implicit bias or diversity, equity, and inclusion training for certain applicants and credential holders under the Uniform Credentialing Act.</p> <p>Employer Impact: Beginning with the first credential renewal period which begins on or 13 after October 1, 2024, certain persons holding a credential under the 14 Uniform Credentialing Act will annually complete implicit bias or diversity, equity, and inclusion</p>	<p>1/11/2023 – Date of Introduction</p> <p>1/13/2023 – Referred to Health and Human Services Committee</p> <p>1/17/2023 Conrad name added</p> <p>1/31/2023 Hunt name added</p> <p>2/28/2023 Notice of hearing for March 9, 2023</p>

	training to maintain his/her/their credentials. This does not include persons credentialed to engage in the practice of asbestos abatement, inspection, project design, and training; athletic training; body art; cosmetology; electrology; esthetics; funeral directing and embalming; hearing instrument dispensing and fitting; lead-based paint abatement, inspection, project design, and training; nail technology; radon detection, measurement, and mitigation; or veterinary medicine and surgery or to a registered environmental health specialist.	
LB405 Vargas	<p>Changes provisions relating to meatpacking employees and employers and the Non-English-Speaking Workers Protection Act.</p> <p>Employer Impact: The bill requires meatpacking operations with more than 500 employees to make certain information available, including the number of employees who do not speak, read, or understand English, a list of services provided to such employees, a list of all languages other than English spoken by 10% or more of employees, and the procedures used to ensure children and minors are not employed. This bill also provides that the coordinator shall refer any violations of any worker protection law to the appropriate agency, and that the coordinator can deliver presentations explaining basic rights under worker protection laws. Coordinators would also be required to provide the legislature certain information.</p>	<p>1/12/2023 – Date of Introduction.</p> <p>1/17/2023 – Referred to Business and Labor Committee.</p> <p>2/2/2023 – Notice of Hearing for March 6, 2023</p> <p>2/7/2023 Hunt name added</p>
LB487 Hunt	Prohibit any school in Nebraska receiving public funds from discriminating as prescribed	<p>1/17/2023 – Date of Introduction.</p> <p>1/19/2023 – Referred to Education Committee</p>

	<p>Employer Impact: The bill prohibits schools in Nebraska that receive public funds from discrimination on the basis of race, color, religion, national origin, ancestry, citizen status, gender, sexual orientation, gender identity, disability, or special education status.</p> <p><i>Note: the above is the entire proposed act.</i></p>	<p>1/23/2023 Conrad name added</p> <p>1/7/2023 Notice of hearing for February 14, 2023</p>
<p>LB268</p> <p>Halloran</p>	<p>Authorizes the participation for certain entities in trusts or investment pools established by the State Treasurer</p> <p>Employer Impact: Allows eligible entities to participate in a trust or investment pool established by the office of the State Treasurer. Eligible entities include any governmental, public, or quasi-public entity, joint public agency created pursuant to the Joint Public Agency Act, or joint entity created pursuant to the Interlocal Cooperation Act, located in this state; but does not include, the State of NE or any department/division/office etc. of the state, court, or elected/appointed official.</p>	<p>1/10/2023 – Date of Introduction.</p> <p>1/12/2023 – Referred to Government, Military and Veterans Affairs Committee</p> <p>1/31/2023 – Notice of Hearing for February 9, 2023</p>
<p>LB56</p> <p>McKinney</p>	<p>Adopt the Diaper Changing Accommodation Act</p> <p>Employer Impact: The bill would require that baby changing tables be made available in men's and women's restrooms in public restroom spaces. The bill also requires a sign to be placed near the entrance of the restroom indicating the presence of a baby diaper changing station. The bill would only apply to restrooms constructed or substantially renovated after the operative date of the bill.</p>	<p>1/05/2023 – Date of Introduction</p> <p>1/09/2023 – Referred to Business and Labor Committee</p>
LB464	Change provisions relating to proof of mental injuries and	1/13/2023 – Date of Introduction

<p>Vargas</p>	<p>mental illness for first responders under the Nebraska Workers' Compensation Act</p> <p>Employer Impact: Employers of first responders: the bill would amend the definition of "personal injury" to include mental injuries and mental illness unaccompanied by physical injury for a first responder employee if the employee receives a PTSD diagnoses or statement from a mental health professional that the injury/illness was caused by an event occurring in the course of employment as a first responder.</p>	<p>1/18/2023 – Referred to Business and Labor Committee</p> <p>3/06/2023 – Hearing Scheduled</p> <p>03/02/2023 – Hearing cancelled</p> <p>Motion filed to withdraw bill-pending</p>
<p>LB678</p> <p>Day</p>	<p>Change provisions and definitions of the Nebraska Fair Employment Practice Act relating to disability</p> <p>Employer Impact: The bill would reorder and expand the definitions of disability under NFEPA. The bill notes that a disability can be under one or more prongs (actual, regarded-as, or record of). There is a "transitory and minor" exception to the regarded-as prong, for impairments expected to be minor and last under 6 months—but this applies to this prong only, not to actual disabilities or records thereof.</p> <p>Regarded-as also would apply to adverse action taken against an employee because of the known disability of a person with whom the employee has a relationship or association.</p> <p>The bill provides that impairments that are episodic or in remission can be a disability if they would substantially limit a major life activity when active.</p> <p>The bill sets forth a long list of non-exclusive example physical/mental impairments, as</p>	<p>1/18/2023 – Date of Introduction</p> <p>1/20/2023 – Referred to Business and Labor committee</p> <p>2/13/2023 – Hearing Scheduled</p>

	<p>well as major life activities. It goes on to emphasize that a “major” impairment is not to be a demanding standard, nor is a “substantial limitation.” The bill states that it is intended to provide a more generous application and coverage to disabilities. It specifically notes that for many impairments, this more generous approach will in “virtually all cases” result in a finding of coverage.</p> <p>The bill also provides a list of non-exclusive example reasonable accommodations, such as: job restructuring, modified work schedules, reassignment to a vacant position, modifications of policies, providing qualified readers or interpreters, a leave of absence, or making existing facilities readily accessible to individuals with disabilities.</p>	
<p>LB57</p> <p>Introduced By: Cavanaugh, M.</p>	<p>To adopt the Paid Family and Medical Leave Insurance Act.</p> <p>Employer Impact: Servicemembers on active duty or called to active duty status are allowed a maximum of 12 weeks of paid family and medical leave or 60 workdays if taken on an intermittent basis. Such leave is permitted to address issues such as those related to active duty or being called to active duty, caring for a new child, caring for a family member with a serious health condition, or the Servicemember having a serious health condition. This act would also allow for the creation of The Paid Family and Medical Leave Insurance Fund that employers will be required to remit contributions.</p>	<p>01/05/2023: Date of Introduction</p> <p>01/09/2023: Referred to Business and Labor Committee</p> <p>01/20/2023: Notice of Hearing for January 30, 2023</p>
<p>LB367</p> <p>Introduced By: Conrad</p>	<p>To prohibit public and private employers and employment</p>	<p>01/12/2023: Date of Introduction</p>

	<p>agencies from asking for criminal history as prescribed.</p> <p>Employer Impact: This bill would prohibit an employer from asking an applicant to disclose their criminal record or history until after the applicant has received a conditional offer of employment.</p>	<p>01/17/2023: Referred to Business and Labor Committee</p> <p>02/02/2023: Notice of Hearing for March 13, 2023</p>
<p>LB5</p> <p>Introduced By: Blood</p>	<p>To provide for compensability under Nebraska Workers' Compensation Act for mental injuries resulting from workplace violence.</p> <p>Employer Impact: This bill would amend 48-101.01 to include mental injuries and mental illness resulting from workplace violence in workers compensation payouts.</p>	<p>01/05/2023: Date of Introduction.</p> <p>01/09/2023: Referred to Business and Labor Committee.</p> <p>02/02/2023: Notice of Hearing for February 13, 2023.</p>
<p>LB104</p> <p>Introduced By: McDonnell</p>	<p>To change provisions of the County Employees Retirement Act, the Judges Retirement Act, the School Employees Retirement Act, the Nebraska State Patrol Retirement Act, and the State Employees Retirement Act.</p> <p>Employer Impact: This bill would change the time frames for required minimum distributions as a result of recently passed federal legislation (Secure 2.0 Act) from age 72 to age 73 and then to age 75 beginning in 2033</p>	<p>01/06/2023: Date of Introduction.</p> <p>01/10/2023: Referred to Nebraska Retirement Systems Committee.</p> <p>01/31/2023: Notice of Hearing for February 7, 2023.</p>
<p>LB205</p> <p>Introduced By: Von Gillern</p>	<p>To create the Government Neutrality in Contracting Act.</p> <p>Employer Impact: Preferential treatment language for collective bargaining unit bidders would be prohibited on the initial RFP. If passed, the following Amendments would have the following impact:</p> <p>AM452: Any public contract subject to the Act must include Davis-Bacon Act language.</p>	<p>01/09/2023: Date of Introduction.</p> <p>01/11/2023: Referred to Government, Military and Veterans Affairs Committee.</p> <p>01/31/2023: Notice of Hearing for February 10, 2023.</p> <p>02/16/2023: Placed on General File.</p>

	<p>AM453: Any public contract subject to the Act would require employers to enter into a project labor agreement for construction projects.</p> <p>AM454: At least 52% of the workforce on any construction project for a public contract under the Act must to reside within a 50-mile radius of where the construction project is.</p> <p>AM455: At least 11% of the workforce on any construction project for a public contract under the Act must be women.</p> <p>AM456: At least 5% of the workforce on any construction project for a public contract under the Act must be military veterans.</p> <p>AM457: At least 30% of the workforce on any construction project for a public contact under the Act must be members of an ethnic minority group.</p> <p>AM458: At least 10% of the workforce on any construction project for a public contract under the Act must be part of a United States Department of Labor registered apprenticeship.</p>	<p>02/21/2023: McDonnell filed Proposed Amendments AM452 – AM465 which are pending.</p>
<p>LB502</p> <p>Introduced By: Cavanaugh</p>	<p>To adopt the Warehouse Worker Protection Act.</p> <p>Employer Impact: This bill would require eligible employers (warehousing, storage, merchant wholesalers) to provide each employee within 30 days of hire a written description of each quota an employee will be subject to concerning: productivity speed, quantified number of tasks to be performed, materials to be handled and/or produced, and any</p>	<p>01/17/2023: Date of Introduction.</p> <p>01/19/2023: Referred to Business and Labor Committee.</p> <p>02/02/2023: Notice of Hearing for March 13, 2023.</p>

	potential adverse action that could result from failure to meet said quota.	
LB 191 Introduced By: Halloran	<p>Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act</p> <p>Employer Impact: The Bill would require workers' compensation first reports of injury to be withheld from the public, subject to certain exceptions, for a period of 60 days from the date of its filing.</p> <p>The compensation court will deny any request to inspect or copy an injury report during this 60-day period. However, this confidentiality will not apply to requests made by an employer, workers' compensation insurer, or third-party administrator that is a party to the report.</p>	<p>1/9/2023: Date of Introduction</p> <p>1/11/2023: Referred to Business and Labor committee</p> <p>2/2/2023: Notice of Hearing for March 6, 2023</p> <p>3/14/2023: Designated as priority bill for business and labor committee</p> <p>3/30/2023: Initially postponed, subsequently recommitted to Business and Labor Committee</p>
LB 272 Introduced By: Vargas	<p>To change date compensation begins under the Workers' Compensation Act</p> <p>Employer Impact: If adopted, the bill will amend the workers compensation act so that compensation shall begin on the fourth calendar day of disability, as opposed to the eighth calendar day after disability. In other words, employees would not be entitled to compensation for the first three days of disability, as opposed to the first seven calendar days as the Act currently provides.</p>	<p>1/10/2023: Date of introduction</p> <p>1/12/2023: Referred to Business and Labor committee</p> <p>2/2/2023: Notice of Hearing for March 6, 2023</p>
LB 380 Introduced By: Conrad	<p>To change the NFEPA to prohibit retaliation from the exercise of rights under the Nebraska Workers' Compensation Act.</p> <p>Employer Impact: If adopted, the bill would amend the Nebraska Fair Employment Practices Act to recognize the exercise of rights</p>	<p>1/12/2023: Date of introduction</p> <p>1/17/2023: Referred to Business and Labor committee</p> <p>2/2/2023: Notice of Hearing for March 6, 2023</p>

	<p>under the Workers' Compensation Act as protected activity for purposes of retaliation claims under the NFEPA.</p> <p>The bill would make it an unlawful employment practice for a covered entity to discriminate or retaliate against an individual because such individual has reported a work-related injury, brought a claim, or sought remedies under the Nebraska Workers' Compensation Act.</p> <p>The rights and remedies provided by the Nebraska Fair Employment Practice Act are supplemental to those provided in the Nebraska Workers' Compensation Act.</p> <p>In any civil action brought under the Nebraska Fair Employment Practice Act, there shall be a right to a jury trial, including in cases brought against state and governmental agencies.</p>	
<p>LB 752</p> <p>Introduced By: Cavanaugh</p>	<p>To prohibit discrimination in employment by entities receiving state funding</p> <p>Employer Impact: The bill provides that any entity which receives state funding shall not discriminate on the basis of race, color, national origin, sex, disability, or age in employment.</p>	<p>1/18/2023: Date of introduction</p> <p>1/20/2023: Referred to Business and Labor committee</p> <p>2/2/2023: Notice of Hearing for March 13, 2023</p>
<p>LB 618</p> <p>Introduced By: McDonnell</p>	<p>To redefine public benefits and provisions of employment security law relating to disqualification of certain aliens.</p> <p>Employer Impact: Public benefits does not include unemployment benefits provided pursuant to the Employment Security Law. The statute modifies eligibility for unemployment benefits for non-US citizens.</p>	<p>1/17/2023: Date of introduction</p> <p>1/19/2023: Referred to Business and Labor committee</p> <p>2/2/2023: Notice of Hearing for March 13, 2023</p>

<p>LB248</p> <p>Introduced By: Vargas</p>	<p>To prohibit discrimination based upon lawful source of income under the Nebraska Fair Housing Act and create the Landlord Guarantee Program.</p> <p>Employer Impact: This bill will create the Landlord Guarantee Program. The purpose of the program is to provide grants to reimburse landlords for unpaid rent or damages arising from residential tenancies.</p> <p>This bill will also promote goodwill and minimize or eliminate discrimination because of a lawful source of income, such as income derived from social security, child support, alimony, housing assistance, or veterans benefits. One or more members of the Equal Opportunity Commission will be designated to conduct investigations of any complaint alleging discrimination because of a lawful source of income.</p> <p>It shall be unlawful to discriminate against or refuse to sell or rent a dwelling to any person because of a lawful source of income or because of any requirements of a public general assistance or housing assistance program.</p> <p>The Equal Opportunity Commission will submit annual reports available to the public that include data on lawful source of income persons and households who currently are or are potential participants or beneficiaries of programs administered by the Equal Opportunity Commission.</p>	<p>01/10/2023: Date of Introduction</p> <p>01/12/2023: Referred to Judiciary Committee</p> <p>03/01/2023: Notice of hearing for March 08, 2023</p>
<p>LB466</p> <p>Introduced By: DeBoer</p>	<p>To change provisions relating to service of garnishment summons,</p>	<p>01/17/2023: Date of Introduction</p>

	<p>continuing liens, and notices upon corporate garnishees.</p> <p>Employer Impact: This bill will require service of process related to an application for determination of liability of the garnishee to be served upon the corporation's registered agent for any garnishee who is a corporate entity that is required by the statutes of Nebraska to have a registered agent for service of process. In any case involving service of a garnishment summons or continuing lien on a corporate entity against wages due to a judgment debtor from the corporate entity, service shall be made by serving the corporate entity's registered agent for service of process except for certain financial institutions.</p>	<p>01/19/2023: Referred to Judiciary Committee</p> <p>03/02/2023: Notice of hearing for March 09, 2023</p>
<p>LB558</p> <p>Introduced By: Day</p>	<p>To set a minimum wage for employees of school districts.</p> <p>Employer Impact: All employees of a school district shall be paid a salary or wages equal to at least seventy percent of the Nebraska statewide average hourly wage as defined in section 77-6814.</p>	<p>01/17/2023: Date of Introduction</p> <p>01/19/2023: Referred to Business and Labor Committee</p> <p>01/20/2023: Notice of Hearing for January 30, 2023</p>
<p>LB103</p> <p>McDonnell</p>	<p>Change provisions of the School Employees Retirement Act and the State Employees Retirement Act</p> <p>Employer Impact: This bill clarifies definition of "eligible school plan state employees to include satisfying all school plan eligibility criteria, and creates an alternative category of employees to include those who are not covered by the association but are required to hold a certificate as defined in section 79-807 for the position they are employed in.</p>	<p>01/06/2023 Introduced</p> <p>01/10/2023 Referred to Nebraska Retirement Systems Committee</p> <p>02/07/2023 Notice of Hearing for February 14, 2023</p> <p>03/09/2023 Placed on General File with AM417</p> <p>03/09/2023 Nebraska Retirement Systems AM417 filed</p> <p>03/14/2023 Nebraska Retirement Systems priority bill</p>

	<p>Modifies date of individuals who previously elected to participate in school plan under paragraph 4 from prior to July 1, 2022, to prior to March 4, 2022.</p>	<p>03/16/2023 Nebraska Retirement Systems AMA417 adopted</p> <p>03/16/2023 Advanced to Enrollment and Review Initial</p> <p>03/21/2023 Placed on Select File with ER15</p> <p>03/21/2023 Enrollment and Review ER15 filed</p> <p>03/30/2023</p> <p>Hunt MO300 Indefinitely postpone pursuant to Rule 6 Section 3(f) filed</p> <p>Hunt MO301 Recommit to Nebraska Retirement Systems Committee filed</p> <p>Hunt MO302 Bracket until June 1, 2023 filed</p> <p>Hunt MO303 Indefinitely postpone filed</p> <p>Hunt MO304 Recommit to Nebraska Retirement Systems Committee filed</p> <p>Hunt MO305 Bracket until June 2, 2023 filed</p> <p>Hunt MO306 Recommit to Nebraska Retirement Systems Committee filed</p> <p>04/04/2023 McDonnell AM969 filed</p> <p>04/06/2023 Enrollment and Review ER15 adopted</p> <p>Hunt MO302 failed</p>
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<p>LB 203</p> <p>Riepe</p>	<p>Provide for a release of employee medical records as prescribed under the Nebraska Workers' Compensation Act</p> <p>Employer Impact: This bill would require employees filing a claim for workers' comp to sign a waiver granting access to all previous medical and hospital records before the insurer, risk management pool, or self-insurer would be required to fulfill their obligations under section 2 of the Act. Would exempt prior records pertaining to sexual abuse, human immunodeficiency virus, reproductive health conditions, mental health conditions unless</p>	<p>01/09/2023 Introduced</p> <p>01/11/2023 Referred to Business and Labor Committee</p> <p>02/02/2023 Notice Of Hearing for March 6, 2023</p>

	<p>seeking benefits for mental health injuries, or alcohol or substance abuse.</p> <p>Failure to provide a patient's waiver would toll the commencement of the thirty-day period for purposes of liability under section 48-125</p>	
<p>LB300</p> <p>Linehan</p>	<p>Change provisions relating to sales and use tax exemptions for nonprofit organizations</p> <p>Employer Impact: This bill would add the following to qualifying organizations for which sales and use taxes shall not be imposed on the gross receipts from the sale, lease, or rental of and the storage, use or other consumption in this state of purchases by: “any nonprofit organization certified or contracted by a regional behavioral health authority or the Division of Behavioral Health of the Department of Health and Human Services to provide community-based mental health or substance use services”</p>	<p>01/11/2023 Introduced</p> <p>01/13/20203 Referred to Revenue Committee</p> <p>02/03/2023 Notice of Hearing for February 10, 2023</p> <p>02/13/2023 Placed on General File</p>
<p>LB 431</p> <p>Halloran</p>	<p>Change provisions relating to criminal history record information checks under the Uniform Credentialing Act</p> <p>Employer Impact: Unknown. *This appears to be an attempt to speed up the licensing process for several health care professionals by streamlining the submission of fingerprints for background checks.</p> <p>This is a licensing provision that would modify the submission of fingerprints for background checks with initial licensing applications for several health care professionals. Applicants would submit fingerprints directly to the Nebraska State Patrol</p>	<p>01/13/2023 Introduced</p> <p>01/18/2023 Referred to Health and Human Services Committee</p> <p>01/30/2023 Blood name added</p> <p>02/08/2023 Notice of Hearing for February 15,2023</p> <p>03/07/2023 Placed on General File</p>

	rather than with their licensing application.	
LB 501 M. Cavanaugh	<p>Provide for compensation under the Nebraska Workers' Compensation Act for cancers experienced by firefighters</p> <p>Employer Impact: Impact to Employers of Firefighters in the State of Nebraska.</p> <p>The bill creates rebuttable presumptions under the Nebraska Workers' Compensation Act around causation of certain cancers experienced by firefighters. Defines firefighters and creates rebuttable presumptions for impacted firefighters who can demonstrate a number of factors including: exposure during the course of employment to known carcinogens or a substance reasonably anticipated to be a human carcinogen as defined by the International Agency for Research on Cancer or the National Toxicology Program, and such carcinogen is reasonably associated with such cancer.</p>	<p>01/17/2023 Introduced</p> <p>01/19/2023 Referred to Business and Labor Committee</p> <p>01/31/2023 Hunt name added</p> <p>02/02/2023 Notice of Hearing for March 13, 2023</p>
LB 639 Blood	<p>Change provisions of Nebraska Workers' Compensation Act related to rules and regulations, case progression standards, and summons and eliminate requirements to distribute copies of certain materials</p> <p>This bill would primarily modify the process and procedures for the Nebraska Workers' Compensation Court to adopt and promulgate rules and regulations, and provide notice requirements for public hearings, etc.</p>	<p>01/18/2023 Date of Introduction</p> <p>01/20/2023 Referred to Business and Labor Committee</p> <p>02/02/2023 Notice of Hearing for February 13, 2023</p> <p>03/03/2023 Placed on General File</p>

	<p>Employer impact: This bill would modify Section 48-174, which provides that upon filing a petition with the court, a summons shall be issued and served upon the adverse party, as in civil cases. The bill would change the return of service requirement from 7 days to 14 days after the date of issue.</p>	
<p>LB16</p> <p>Introduced by: Briese</p>	<p>To create alternative ways for recognition of out-of-state occupational licenses, clarify criminal offenses that would disqualify an applicant from being licensed, and amend the State Electrical Board Statutes.</p> <p>Employer Impact: This bill would make it easier for employees to qualify for Nebraska occupational licenses based on other state's licensing, military service occupation, or experience when the other state does not have a licensing requirement. The recognition will not apply to occupations regulated by: the Supreme Court, Department of Banking and Finance, Board of Engineers and Architects, State Electrical Board, State Real Estate Commission, Nebraska Commission on Law Enforcement and Criminal Justice, or a certified public accountant.</p> <p>AM748: Adds clarification of what constitutes an out-of-state occupational license to qualify for Nebraska reciprocal licensing, and adds Nebraska residency requirement for licensing. Also, enumerates disqualifying criminal convictions from reciprocal licensing.</p>	<p>1/5/2023: Date of Introduction</p> <p>1/9/2023: Referred to Government, Military and Veteran Affairs Committee</p> <p>01/10/2023: Conrad name added</p> <p>01/27/2023: Brewer name added</p> <p>01/27/2023: Sanders name added</p> <p>1/30/2023: Murman name added</p> <p>1/31/2023: McDonnell name added</p> <p>1/31/2023: Notice of hearing for February 9, 2023</p> <p>3/13/2023: Government, Military and Veteran Affairs AM748 filed</p> <p>3/13/2023: Bill placed on General File along with AM748</p>
<p>LB169</p> <p>Introduced by: Hunt</p>	<p>To prohibit discrimination based on sexual orientation or gender identity.</p>	<p>1/9/2023: Date of Introduction</p> <p>1/11/2023: Referred to Judiciary Committee</p>

	<p>Employer Impact: This bill would add sexual orientation and gender identity to the list of classes protected from discrimination. It also adds a definition of sexual orientation and gender identity for purposes of enforcement.</p>	<p>1/17/2023: Conrad name added</p> <p>1/25/2023: Hunt Amendment 10 filed</p> <p>02/22/2023: Notice of Hearing for March 1, 2023</p> <p>03/03/2023: Wishart name added</p> <p>3/13/2023: Dungan name added</p>
<p>LB213</p> <p>Introduced by: Slama</p>	<p>To change tax credit provisions under the Nebraska Job Creation and Mainstreet Revitalization Act and Rural Workforce Housing Investment Act</p> <p>Employer Impact: Extends the deadline for applications for the tax credits by 4 years. Employers who will use the housing grants to address a lack of housing in a rural village of 2nd class city, will only be required to provide matching funds of 25% of the grant awarded; all other housing grant use requires 50% employer matching contribution to the investment</p>	<p>1/10/2023: Date of Introduction</p> <p>1/12/2023: Referred to Revenue Committee</p> <p>2/16/2023: Notice of hearing for February 24, 2023</p>
<p>LB335</p> <p>Introduced by: Halloran</p>	<p>To require all health care staffing agencies to register with the Department of Labor and require all staffing agencies to comply with various document retention requirements.</p> <p>Employer Impact: The Department of Labor is required to maintain a database of the agencies and make it accessible to the public online. Healthcare staffing agencies will need to be maintain proof of insurance, comply with various documentation requirements about licensing, certification, training, and other requirements. It also prohibits healthcare</p>	<p>1/11/2023: Date of Introduction</p> <p>1/13/2023: Referred to Business and Labor Committee</p> <p>2/2/2023: Notice of Hearing for February 13, 2023</p> <p>3/9/2023: Business and Labor AM737 filed</p> <p>3/9/2023: Bill placed on general file along with AM737</p> <p>3/15/2023: Speaker priority bill</p> <p>3/30/2023: Hunt MO508 filed to indefinitely postpone</p>

	<p>staffing agencies from restricting employment opportunities for staff members through the use of fees or noncompete causes. Agencies are also prohibited from requiring payments of liquidated damages, employment fees, or other compensation from an employee if the staff member is hired as a permanent employee of a health care facility or service.</p> <p>AM737:</p> <ul style="list-style-type: none"> Added the following definitions: <ul style="list-style-type: none"> (4) Health care entity means a health care facility or health care service as defined in sections 71-413 and 71-415; (7) Health care staffing agency means an individual, a trust, a partnership, a corporation, a limited liability partnership, a limited liability company, or any other business entity that provides one or more temporary staff workers to a separate, third-party health care entity; (9) Staff worker means an individual who contracts with or is employed by a health care staffing agency to provide direct services or nursing services for a health care entity As a condition of eligibility for 	<p>3/30/2023: Hunt MO509 filed to recommit to Business and labor Committee</p> <p>3/30/2023: Hunt MO510 filed to bracket until June 1, 2023</p> <p>3/30/2023: Hunt MO511 filed to indefinitely postpone</p> <p>3/30/2023: Hunt MO512 filed to recommit to Business and Labor Committee</p> <p>3/30/2023: Hunt MO513 filed to bracket until June 2, 2023</p> <p>3/30/2023: Hunt MO514 to recommit to Business and Labor Committee</p>
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	<p>registration, healthcare staffing agencies must certify that they will not include any noncompete clauses in new contracts with staff workers or enforce any noncompete clause in any contract existing prior to registration with any health care entity or staff worker that restricts in any manner the employment opportunities of a staff worker.</p> <ul style="list-style-type: none">• There will be a separate registration and renewal required for each location in Nebraska where the entity will operate as a health care staffing agency. Each registration certificate will be location specific and require a fee of \$1,000 per registration/renewal• Health care staffing agencies will have the following requirements:<ul style="list-style-type: none">○ Ensure each staff worker complies with all applicable requirements and qualifications for individuals providing direct services or nursing services○ Document that each staff worker meets the minimum licensing, certification, training, health, and continuing education standards○ Maintain a record for each staff worker and report,	
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	<p>and provide the file if audited if the staff workers' duties would normally be the responsibility of a health care facility if the worker was a direct employee of the facility</p> <ul style="list-style-type: none"> Staffing agencies will have to submit a quarterly report for each health care facility participating in Medicare or Medicaid including the following: average amount charged to health care facility per category of staff worker including fees or ancillary charges; list by licensing category of average amount paid to staff workers in Nebraska. 	
<p>LB460</p> <p>Introduced by: McDonnell</p>	<p>To amend the Nebraska Workers' Compensation Act provide for reimbursement for mental health examinations and resilience training for first responders.</p> <p>Employer Impact: Expands the eligibility for workers' compensation funds by adding mental health evaluations for first responders for expenses not covered by employers for a mental injury or mental illness as a result of the first responders' employment.</p>	<p>1/13/2023: Date of Introduction</p> <p>1/18/2023: Referred to Business and Labor Committee</p> <p>2/2/2023: Notice of Hearing for March 6, 2023</p> <p>3/9/2023: Placed on General File</p>
<p>LB537</p> <p>Introduced by: Slama</p>	<p>To amend the Nebraska Uniform Limited Liability Act.</p> <p>Employer Impact: No employer impact. Changes are grammatical only.</p>	<p>1/17/2023: Date of Introduction</p> <p>1/19/2023: Referred to Banking, Commerce and Insurance Committee</p>

		1/23/2023: Notice of Hearing for March 21, 2023
LB670 Introduced by: Hunt	<p>To amend the Nebraska Fair Employment Practice Act to include employers of all sizes and limit prohibit discrimination based on sexual orientation and gender identity.</p> <p>Employer Impact: Nebraska Fair Employment Practice Act is expanded to include all employers not just those with 15 employers or more. Employers with 15 or more employers are subject to all prohibitions in the act, while employers with less than 15 employees are exempt from some requirements that would be difficult to implement. The bill goes hand-in-hand with LB169 which would add sexual orientation and gender identity as a class protected from discrimination. Expansion of application to all employers is significant change from previous compliance to Nebraska Fair Employment Practices Act. Employers not previously subject to the Act would have to comply with anti-discrimination practices and protected classes.</p>	<p>1/18/2023: Date of Introduction</p> <p>1/20/2023: Referred to Business and Labor Committee</p> <p>2/2/2023: Notice of hearing for February 13, 2023</p>
LB15 Briese	<p>To set a minimum wage for employees age 14 – 17 and a minimum training wage for employees between the age of 18 – 20.</p> <p>Employer Impact: Starting in 2023, sets minimum wage for 14 -17 year olds at \$9 per hour with \$0.25 increase through 2025, and then at \$10 per hour from 2026 onward. Also sets a minimum training wage for 18 – 20 year old employees, starting at \$9.25 per hour in 2023 and increasing \$0.25 per year through 2026, and</p>	<p>1/05/2023: Date of Introduction</p> <p>1/09/2023: Referred to Business and Labor Committee</p> <p>1/20/2023: Notice of Hearing for January 30, 2023</p> <p>2/08/2023: Briese AM11 filed</p> <p>3/09/2023: Placed on General File with AM772</p> <p>3/09/2023: Business and Labor Report</p>

	then 75% of minimum wage from 2027 onward.	
LB105 McDonnell	<p>Proposes changes to various retirement plans to accommodate changes to federal law USERRA.</p> <p>Employer Impact: Updates and expands definition of “military service” in law related to employment of service members to conform with federal law changes to United Services Employment and Reemployment Rights Act .</p>	<p>01/06/2023: Date of Introduction</p> <p>01/10/2023: Referred to Nebraska Retirement Systems Committee</p> <p>01/31/2023: Notice of Hearing for February 7, 2023</p>
LB206 von Gillern	<p>Related to partnerships filing Nebraska tax returns with stated intent to simply tax code</p> <p>Employer Impact: Would allow partnerships to pay Nebraska income tax directly when an amended return is filed instead of passing tax liability on to partners. Nebraska partnerships are currently not taxed at the entity level and partners are required to report income on their own tax returns. In the event of an amended partnership tax return, the partnership could choose to pay directly rather than requiring each partner to amend their individual tax returns.</p>	<p>01/10/2023: Date of Introduction</p> <p>01/12/2023: Referred to Revenue Committee</p> <p>01/18/2023: Notice of Hearing for January 25, 2023</p> <p>02/07/2023: Placed on General File with AM138</p> <p>02/23/2023: Cavanaugh, M. AM524 filed</p> <p>02/23/2023: Linehan AM556 filed</p> <p>03/15/2023: Speaker priority bill</p>
LB327 Raybould	<p>Change to Wage Payment and Collection Act</p> <p>Employer Impact: Changes increase in minimum wage starting in 2027 to the lesser of a) one and one-half percent rounded to the nearest cent; or b) the increase in the cost of living. The current requirement is that minimum wage is increased by the cost of living.</p>	<p>01/11/2023: Date of Introduction</p> <p>01/13/2023: Referred to Business and Labor Committee</p> <p>02/02/2023: Notice of Hearing for February 13, 2023</p> <p>03/09/2023: Placed on General File with AM713</p> <p>03/14/2023: Brieze AM764 filed</p> <p>03/14/2023: Raybould priority bill</p>
LB448 Bostar	<p>Related to health insurance plans</p> <p>Employer Impact: Defines “clinician administered drugs” and prohibits employee insurance</p>	<p>01/13/2023: Date of Introduction</p> <p>01/18/2023: Referred to Banking, Commerce and Insurance Committee</p>

	plans from restricting or interfering with an employee's use of clinician administered drugs	01/23/2023: Notice of Hearing for March 21, 2023
LB503 Aguilar	Bill to adopt Rural Nebraska Nursing Workforce Act	01/17/2023: Date of Introduction 01/19/2023: Referred to Health and Human Services Committee
LB666 Riepe	Bill relating to employment security law Employer Impact: Changes content of notice provision related to calculation of employer's liability or combined tax rate for purposes of unemployment	01/18/2023: Date of Introduction 01/20/2023: Referred to Business and Labor Committee 02/02/2023: Notice of Hearing for March 13, 2023