

## LEGISLATIVE BILL 340

Approved by the Governor May 3, 1973

Introduced by Keyes, 3

AN ACT relating to state employment; to provide for sick leave as prescribed.  
Be it enacted by the people of the State of Nebraska,

Section 1. Permanent employees of the State of Nebraska shall be entitled to sick leave with full pay computed at the rate of eight work hours per month for each calendar month of service. Those employees who have completed five or more years of service shall be entitled to one hundred thirty-six hours of sick leave during their sixth year of employment and shall thereafter be entitled to an additional eight hours of sick leave for each year of service not to exceed two hundred forty hours per calendar year. Sick leave shall be earned in accordance with the following schedule:

During 1st year of continuous employment .....	96 hours per year
During 2nd year of continuous employment .....	96 hours per year
During 3rd year of continuous employment .....	96 hours per year
During 4th year of continuous employment .....	96 hours per year
During 5th year of continuous employment .....	96 hours per year
During 6th year of continuous employment .....	136 hours per year
During 7th year of continuous employment .....	144 hours per year
During 8th year of continuous employment .....	152 hours per year
During 9th year of continuous employment .....	160 hours per year
During 10th year of continuous employment .....	168 hours per year
During 11th year of continuous employment .....	176 hours per year
During 12th year of continuous employment .....	184 hours per year
During 13th year of continuous employment .....	192 hours per year
During 14th year of continuous employment .....	200 hours per year
During 15th year of continuous employment .....	208 hours per year

During 16th year of continuous employment ..... 216 hours per year  
 During 17th year of continuous employment ..... 224 hours per year  
 During 18th year of continuous employment ..... 232 hours per year  
 During 19th year of continuous employment ..... 240 hours per year;  
 and thereafter ..... 240 hours per year;

Provided, that employees who are regularly employed less than forty hours a week shall be entitled to sick leave proportionate to their regular work week; and provided further, that any employee who has been employed by the Legislature or Legislative Council shall, for sick leave entitlement purposes, be credited with one continuous year of employment for each two hundred sixty working days such employee was employed by the Legislature or Legislative Council.

Sec. 2. As used in this act, state employee shall mean any person or officer employed by the state including the head of any department or agency, except when such head is a board or commission.

Sec. 3. For the purpose of this act, any state employee whose employment has been terminated, for other than disciplinary reasons, and who returns to state employment within one year from the date of such termination shall have his service for sick leave entitlement computed by combining prior continuous service with current continuous service disregarding such period of absence.

Sec. 4. The sick leave account shall be balanced as of December 31 each year. Sick leave shall be cumulative for not more than one thousand four hundred forty hours.

Sec. 5. All sick leave shall expire on the date of separation and no employee shall be reimbursed for sick leave outstanding at the time of termination, except as provided in this act.

Sec. 6. Each employee who is eligible for retirement under any existing state or federal retirement system shall, upon termination of his employment with the state by reason of retirement or voluntary resignation, in good standing, be entitled to payment of one-fourth of his accumulated unused sick leave, with the rate of payment based upon his regular pay at the time of termination or retirement. Upon the death of an employee his beneficiary shall be paid one-fourth of his accumulated unused sick leave, with the rate of payment

based upon his regular pay at the date of his death.

Sec. 7. A permanent employee who is transferred from one agency to another shall have his accrued sick leave transferred to the receiving agency.

Sec. 8. The Director of Personnel shall promulgate such rules and regulations as are necessary to carry out the provisions of this act.