

One Hundred Ninth Legislature - First Session - 2025

Introducer's Statement of Intent

LB415

Chairperson: Senator Kathleen Kauth

Committee: Business and Labor

Date of Hearing: February 24, 2025

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

LB415 amends the Nebraska Healthy Families and Workplaces Act (the "Act") to bring the Act into alignment with other Nebraska employment statutes and resolve several compliance concerns, including:

1. Clarifying the definition of "employ" and its application to independent contractors, owner-operators, and employees who work less than 80 total hours;
2. Allow paid sick leave already provided under traditional combined paid time off (PTO) plans or other existing employer plans to satisfy the requirements of the Act if such leave is provided at or above the required amount; and
3. Clarify that paid sick leave required under the Act does not need to be paid out upon separation from employment.

Principal Introducer: _____

Senator Beau Ballard