

# One Hundred Fifth Legislature - First Session - 2017

## Introducer's Statement of Intent

### LB261

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**Chairperson: Senator Joni Albrecht**

**Committee: Business and Labor**

**Date of Hearing: February 13, 2017**

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

The purpose of LB 261 is to establish the Nebraska Worker Adjustment and Retraining Notification Act (NE WARN Act).

The purpose of the Nebraska Worker Adjustment and Retraining Notification Act is to protect workers and communities by requiring advance notification of large-scale employment loss.

Advance notice of employment loss allows displaced workers time to financially plan, time to find other employment, and time to learn of and enroll in retraining programs with less time spent in unemployment. When employers fail to provide such advance notice, the resulting lack of time in which to financially plan, find other employment, and participate in retraining programs causes displaced workers to incur damages that are not sufficiently compensated by lost wages alone. These losses are worsened by the fact that a large-scale employment loss in a community makes it more difficult for displaced workers to find employment, due to the increased competition for jobs and because other employers in the community may be hurt by the large-scale employment loss.

The NE WARN Act would require notice to affected employees, the Department of Labor, the local workforce development board and the mayor of the affected city or village or the county board of the affected county.

**Principal Introducer:** \_\_\_\_\_

Senator Matt Hansen