Introduced by Business and Labor.

1. Strike the original sections and insert the following new sections:

Section 1. Section 48-1114, Reissue Revised Statutes of Nebraska, is amended to read:

48-1114 It shall be an unlawful employment practice for an employer to discriminate against any of his or her employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he or she (1) has opposed any practice made an unlawful employment practice by the Nebraska Fair Employment Practice Act, (2) has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the act, or (3) has opposed any practice or refused to carry out any action unlawful under federal law or the laws of this state, or (4) has inquired about, discussed, or disclosed information regarding employee compensation. This subdivision (4) shall not apply to instances in which an employee who has authorized access to the information regarding compensation of other employees as a part of such employee's job functions discloses such information to a person who does not otherwise have authorized access to such information, unless such disclosure is in response to a charge or complaint or in furtherance of an investigation, proceeding, hearing, or other action, including an investigation conducted by the employer.

Sec. 2. Original section 48-1114, Reissue Revised Statutes of Nebraska, is repealed.