

LEGISLATURE OF NEBRASKA
ONE HUNDRED SIXTH LEGISLATURE
FIRST SESSION

LEGISLATIVE BILL 217

Introduced by Pansing Brooks, 28.

Read first time January 11, 2019

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to the Nebraska Wage Payment and Collection
- 2 Act; to amend section 48-1228, Revised Statutes Cumulative
- 3 Supplement, 2018; to prohibit retaliation against employees for
- 4 communicating about wages as prescribed; to harmonize provisions;
- 5 and to repeal the original section.
- 6 Be it enacted by the people of the State of Nebraska,

1 Section 1. Section 48-1228, Revised Statutes Cumulative Supplement,
2 2018, is amended to read:

3 48-1228 Sections 48-1228 to 48-1234 and section 2 of this act shall
4 be known and may be cited as the Nebraska Wage Payment and Collection
5 Act.

6 Sec. 2. (1) An employer shall not discharge or in any other manner
7 retaliate against any employee because such employee inquired about,
8 discussed, or disclosed comparative compensation information for the
9 purpose of determining whether the employer is compensating any employee
10 in a manner that provides equal pay for equal work.

11 (2) This section shall not apply to instances in which an employee
12 who has authorized access to the wage information of other employees as a
13 part of such employee's job functions discloses the wages of such other
14 employees to an individual who does not otherwise have authorized access
15 to such information, unless such disclosure is in response to a charge or
16 complaint or in furtherance of an investigation, proceeding, hearing, or
17 other action, including an investigation conducted by the employer.

18 Sec. 3. Original section 48-1228, Revised Statutes Cumulative
19 Supplement, 2018, is repealed.