

LEGISLATURE OF NEBRASKA
ONE HUNDRED SEVENTH LEGISLATURE
FIRST SESSION

LEGISLATIVE BILL 480

Introduced by McKinney, 11; Cavanaugh, J., 9; Cavanaugh, M., 6; Hansen, M., 26.

Read first time January 15, 2021

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to the Wage and Hour Act; to amend section
- 2 48-1203, Revised Statutes Cumulative Supplement, 2020; to change the
- 3 minimum wage as prescribed; and to repeal the original section.
- 4 Be it enacted by the people of the State of Nebraska,

1 Section 1. Section 48-1203, Revised Statutes Cumulative Supplement,
2 2020, is amended to read:

3 48-1203 (1) Except as otherwise provided in this section and section
4 48-1203.01, every employer shall pay to each of his or her employees a
5 minimum wage of:

6 ~~(a) Seven dollars and twenty-five cents per hour through December~~
7 ~~31, 2014;~~

8 ~~(b) Eight dollars per hour on and after January 1, 2015, through~~
9 ~~December 31, 2015; and~~

10 ~~(a) (e) Nine dollars per hour on and after January 1, 2016, through~~
11 ~~December 31, 2021; -~~

12 (b) Ten dollars per hour on and after January 1, 2022, through
13 December 31, 2022;

14 (c) Eleven dollars per hour on and after January 1, 2023, through
15 December 31, 2023;

16 (d) Twelve dollars per hour on and after January 1, 2024, through
17 December 31, 2024;

18 (e) Thirteen dollars per hour on and after January 1, 2025, through
19 December 31, 2025;

20 (f) Fourteen dollars per hour on and after January 1, 2026, through
21 December 31, 2026;

22 (g) Fifteen dollars per hour on and after January 1, 2027, through
23 December 31, 2027;

24 (h) Sixteen dollars per hour on and after January 1, 2028, through
25 December 31, 2028;

26 (i) Seventeen dollars per hour on and after January 1, 2029, through
27 December 31, 2029;

28 (j) Eighteen dollars per hour on and after January 1, 2030, through
29 December 31, 2030;

30 (k) Nineteen dollars per hour on and after January 1, 2031, through
31 December 31, 2031;

1 (1) Twenty dollars per hour on and after January 1, 2032, through
2 December 31, 2032; and

3 (m) The adjusted hourly rate on and after January 1, 2033. For
4 purposes of this subdivision, the adjusted hourly rate shall be
5 determined annually by the Commissioner of Labor and shall be equal to
6 the minimum wage from the previous calendar year increased by the
7 percentage increase, if any, in the Consumer Price Index for All Urban
8 Consumers, as published by the United States Department of Labor, Bureau
9 of Labor Statistics, for the twelve months ending on June 30 of such
10 previous calendar year.

11 (2) For persons compensated by way of gratuities such as waitresses,
12 waiters, hotel bellhops, porters, and shoeshine persons, the employer
13 shall pay wages at the minimum rate of two dollars and thirteen cents per
14 hour, plus all gratuities given to them for services rendered. The sum of
15 wages and gratuities received by each person compensated by way of
16 gratuities shall equal or exceed the minimum wage rate provided in
17 subsection (1) of this section. In determining whether or not the
18 individual is compensated by way of gratuities, the burden of proof shall
19 be upon the employer.

20 (3) Any employer employing student-learners as part of a bona fide
21 vocational training program shall pay such student-learners' wages at a
22 rate of at least seventy-five percent of the minimum wage rate which
23 would otherwise be applicable.

24 Sec. 2. Original section 48-1203, Revised Statutes Cumulative
25 Supplement, 2020, is repealed.