

One Hundred Seventh Legislature - First Session - 2021

Introducer's Statement of Intent

LB290

Chairperson: Senator Ben Hansen

Committee: Business and Labor

Date of Hearing: February 08, 2021

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

The intent of LB 290 is to adopt the Paid Family and Medical Leave Insurance Act. The Act will create a paid family and medical leave insurance program to provide partial wage replacement for eligible workers to care for themselves or a family member experiencing a serious illness or to care for a new child through birth, foster care or adoption. Leave can also be taken for military exigency.

The program is financed through employer contributions to the program. Employers who offer private insurance or programs with benefits as generous as those specified in the act can opt-out of the program. Self-employed persons can opt in to the program.

Similar to the federal Family and Medical Leave Act, a covered employee who utilizes the paid family leave insurance program is entitled to be restored to the position held by the employee when the leave commenced or to a position with equivalent status and pay.

Principal Introducer: _____

Senator Machaela Cavanaugh