

One Hundred Eighth Legislature - First Session - 2023

Introducer's Statement of Intent

LB670

Chairperson: Senator Merv Riepe

Committee: Business and Labor

Date of Hearing: February 13, 2023

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

LB 670 would prohibit employers of all sizes from discriminating against employees or potential employees on the basis of gender identity or sexual orientation.

Since the Nebraska Fair Employment Practice Act has been previously structured to apply only to employers with fifteen or more employees, the intent of LB 670 is accomplished by bifurcating employers into two classes: those with at least fifteen or more employees ("Class I employer") and those with less than fifteen employees ("Class II employer"). The gender identity and sexual orientation antidiscrimination provisions are then applied to both classes of employers, while exempting Class II (smaller) employers from other requirements included in the Act that may be more difficult for small businesses to implement.

Principal Introducer: _____

Senator Megan Hunt