

ONE HUNDRED NINTH LEGISLATURE - SECOND SESSION - 2026
COMMITTEE STATEMENT
LB878

Hearing Date: Friday January 30, 2026
Committee On: Government, Military and Veterans Affairs
Introducer: Guereca
One Liner: Require paid maternity leave for state employees

Roll Call Vote - Final Committee Action:
Advanced to General File

Vote Results:

Aye:	6	Senators Sanders, Cavanaugh, J., Guereca, Lonowski, Meyer, F., Wordekemper
Nay:	1	Senator Andersen
Absent:	1	Senator Hunt
Present Not Voting:		

Testimony:

Proponents:

Senator Dunixi Guereca
Lucas Bolton
Jen Day
Justin Hubly

Representing:

Opening Presenter
State Troopers Association of Nebraska
Women's Fund of Omaha
Nebraska Association of Public Employees
(NAPE)/AFSCME Local 61

Opponents:

Representing:

Neutral:

Representing:

* ADA Accommodation Written Testimony

Summary of purpose and/or changes:

This bill would create a new section of statute providing for paid maternity leave for state employees. State employees would be entitled to six weeks of paid maternity leave. Such leave could commence no earlier than the date of birth or adoption and could not be used more than six months after such birth or adoption. Thirty days notice would be required from employees intending to take maternity leave unless such notice is not practicable. Intermittent usage would be prohibited unless that usage is either agreed upon by the state and employee or certified as medically necessary by the employee's health care provider. The maternity leave would not be charged against the employee's accumulating sick or vacation leave. Upon return, the employee would be entitled to either resume her previous position or to be placed in a position with similar status, seniority, pay, and benefits. Employees using this leave would be protected from employer retaliation.



Rita Sanders, Chairperson



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