

Amended to reflect amendments adopted to date.

FISCAL NOTE  
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2025-26		FY 2026-27	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 415 changes provisions of the Nebraska Healthy Families and Workplaces Act.

LB 415, as amended by AM 545, amends provisions of LB 402, LB 435, and LB 698 into LB 415.

Certain definitions are amended under AM 545. "Employee" now includes and individual owner-operator and an independent contractor. Individuals employed in an agricultural employment of a seasonal or other temporary nature are excluded from the definition of "Employee". Similarly, individuals under the age of sixteen are excluded from the definition. The definition of "Paid sick time" is also expanded.

Section 4 of AM 545 strikes Section 8 (6) through (8) of Initiative Law 2024, No. 436. These subsections address employees claiming violations of the Nebraska Healthy Families and Workplaces Act and the remedies available to them.

Section 5 of AM 545 provides an additional purpose to the Gambling Winnings Setoff for Outstanding Debt Act. The additional purpose is for the Department of Labor to establish and maintain a procedure to set off against an obligator's casino winnings, parimutuel winnings, sports wagering winnings, or cash device winnings.

Section 6 adds the Department of Labor with respect to collection of a debt owed by an individual involving the receipt of unemployment insurance benefits to the definition of "Claimant" under section 9-1303. The Department of Labor may submit any certified debt of twenty-five dollars or more to the Gambling Winnings Setoff for Outstanding Debt Act's electronic collection system.

AM 545 (from LB 435): 1) references to certain standards (from the American Society of Mechanical Engineers) are specified as to which year's edition shall be utilized, 2) changes the State Fire Marshal's power to grant variances under the act to granting equivalency requests, and 3) amends language regarding the information which shall be contained for an elevator mechanic license application.

No fiscal impact.

Please complete ALL (5) blanks in the first three lines.

**2025**

**LB<sup>(1)</sup> 415 AM 545**

**FISCAL NOTE**

State Agency OR Political Subdivision Name: <sup>(2)</sup> Department of Administrative Services (DAS) – State  
Personnel

Prepared by: <sup>(3)</sup> Sean Davis Date Prepared: <sup>(4)</sup> 3/28/25 Phone: <sup>(5)</sup> 402-471-4439

**ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION**

	<u>FY 2025-26</u>		<u>FY 2026-27</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
REVOLVING	_____	_____	_____	_____
FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	=====	=====

**Explanation of Estimate:**

LB 415 AM 545 amends the Nebraska Healthy Families and Workplaces Act. It adds provisions related to paid sick time accruals and the provision of said leave.

It does not impact the State of Nebraska, State agencies, departments, or political subdivisions as they are not included in the definition of “Employer” under Section 2(4)(b).

There is no fiscal impact to the Department of Administrative Services (DAS).

**BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE**

**Personal Services:**

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2025-26</u>	<u>2026-27</u>
	<u>25-26</u>	<u>26-27</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....			_____	_____
Operating.....			_____	_____
Travel.....			_____	_____
Capital outlay.....			_____	_____
Aid.....			_____	_____
Capital improvements.....			_____	_____
TOTAL.....			_____	_____

State Agency OR Political Subdivision Name: <sup>(2)</sup> Nebraska Department of Labor

Prepared by: <sup>(3)</sup> Rea Easton

Date Prepared: <sup>(4)</sup> 3/31/2025

Phone: <sup>(5)</sup> 402-416-6809

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION				
	FY 2025-26		FY 2026-27	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Explanation of Estimate: There is no fiscal impact to the Nebraska Department of Labor for LB415 AM545.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE				
Personal Services:				
POSITION TITLE	NUMBER OF POSITIONS		2025-26	2026-27
	<u>25-26</u>	<u>26-27</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....				
Operating.....				
Travel.....				
Capital outlay.....				
Aid.....				
Capital improvements.....				
TOTAL.....				