

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

| ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates) | | | | |
|---|-------------------|---------|-------------------|---------|
| | FY 2015-16 | | FY 2016-17 | |
| | 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 83 amends the Nebraska Wage Payment and Collection Act.

The bill prohibits an employer from certain acts regarding an employee's wages, including the following:

- > Requiring nondisclosure of wages as a condition of employment;
- > Taking any adverse employment action against an employee for disclosing their wages or voluntarily discussing another employee's wages;
- > Intimidating or threatening an employee to discourage disclosure of wages, interfering with an employee's efforts to disclose their wages, or disciplining an employee for disclosure of their wages;
- > Retaliating against an employee for asserting rights or remedies under the Act.

The bill further provides that nothing in this bill allows an employee, without written permission, to disclose proprietary information, trade secrets, or other information subject to legal privilege or protection by law.

The bill provides for a civil action by the employee against the employer for a violation. If a court finds in favor of the employee, the court shall, in addition to any judgment, order costs and reasonable attorney's fees to be paid by the employer.

The Department of Labor indicates that LB 83 would result in only a minimal increase in the Department's workload, which can be handled with existing staff. Therefore, no fiscal impact as a result of LB 83.

We agree with the Department's estimate of fiscal impact.

| | | |
|---|---------------|---------------------------------------|
| ADMINISTRATIVE SERVICES-STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSES | | |
| LB: 83 | AM: | AGENCY/POLT. SUB: Department of Labor |
| REVIEWED BY: Robin Kilgore | DATE: 1-16-15 | PHONE: 471-4180 |
| COMMENTS: Concur with agency's estimate of fiscal impact. | | |

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

2015

LB⁽¹⁾ 83

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Labor

Prepared by: ⁽³⁾ Kim Schreiner Date Prepared: ⁽⁴⁾ 1-12-2015 Phone: ⁽⁵⁾ 402-471-2492

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

| | <u>FY 2015-16</u> | | <u>FY 2016-17</u> | |
|---------------|---------------------|----------------|---------------------|----------------|
| | <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: LB 83 amends the Nebraska Wage Payment and Collection Act to provide certain protections for employees relating to wage disclosure as well as to harmonize provisions. These changes are expected to result in only minimal increases in the department's workload, which can be handled by existing staff. LB 83 is not expected to have a fiscal impact on the Nebraska Department of Labor.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

| <u>POSITION TITLE</u> | <u>NUMBER OF POSITIONS</u> | | <u>2015-16 EXPENDITURES</u> | <u>2016-17 EXPENDITURES</u> |
|---------------------------|----------------------------|--------------|---------------------------------|---------------------------------|
| | <u>15-16</u> | <u>16-17</u> | | |
| _____ | _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ | _____ |
| Benefits..... | _____ | _____ | _____ | _____ |
| Operating..... | _____ | _____ | _____ | _____ |
| Travel..... | _____ | _____ | _____ | _____ |
| Capital outlay..... | _____ | _____ | _____ | _____ |
| Aid..... | _____ | _____ | _____ | _____ |
| Capital improvements..... | _____ | _____ | _____ | _____ |
| TOTAL..... | _____ | _____ | _____ | _____ |