

# Business and Labor Committee

## Nebraska Legislature

### Summary of 2019 Legislation

#### One Hundred Sixth Legislature

#### First Session



#### Committee Members

Senator Matt Hansen, Chair, District 26  
Senator Ben Hansen, Vice Chair, District 16  
Senator Ernie Chambers, District 11  
Senator Sue Crawford, District 45  
Senator Steve Halloran, District 33  
Senator Steve Lathrop, District 12  
Senator Julie Slama, District 1

#### Committee Staff

Tom Green, Legal Counsel  
Keenan Roberson, Committee Clerk

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## List of Bills Referenced to the Business and Labor Committee

- LB 19 (Briese) Allow withholding from public of reports of injury under the Nebraska Workers' Compensation Act as prescribed and provide duties for the Nebraska Workers' Compensation Court  
**Held in Committee (page 18)**
- LB 102 (Wayne) Change references from Big Twelve to Big Ten Conference in provisions requiring a stipend or restricting hours of participation for intercollegiate athletes  
**Enacted (page 7)**
- LB 139 (Kolterman) Change provisions relating to a data base of contractors under the Contractor Registration Act  
**Enacted (page 7)**
- LB 178 (Hilgers) Change provisions relating to workers' compensation claims, tort claims against the state, and state vehicles  
**Indefinitely Postponed (page 24)**  
*Portions/Provisions of LB 178 were amended into LB 418*
- LB 217 (Pansing Brooks) Prohibit discrimination against an employee for communicating about employee wages, benefits, or other compensation  
**Enacted (page 8)**
- LB 254 (McCollister) Adopt the Fair Chance Hiring Act  
**Final Reading (page 17)**
- LB 301 (Lowe) Transfer duties under the Boiler Inspection Act, the Nebraska Amusement Ride Act, and the Conveyance Safety Act from the Department of Labor to the State Fire Marshal  
**Enacted (page 8)**
- LB 305 (Crawford) Adopt the Healthy and Safe Families and Workplaces Act  
**General File (page 12)**

- LB 306 (Crawford) Change provisions relating to good cause for voluntarily leaving employment under the Employment Security Law  
**Failed on Final Reading (page 23)**
- LB 311 (Crawford) Adopt the Paid Family and Medical Leave Insurance Act  
**General File (page 12)**
- LB 345 (Wishart) Prohibit mandatory overtime for certain state employees  
**General File (page 13)**
- LB 359 (M. Hansen) Change provisions in the Employment Security Law and Nebraska Wage Payment and Collection Act and relating to appointment of the meatpacking industry worker rights coordinator  
**Enacted (page 9)**
- LB 360 (M. Hansen) Provide for settlement of claims of nonresident alien dependents under the Nebraska Workers' Compensation Act  
**Indefinitely Postponed (page 24)**  
*Portions/Provisions of LB 360 were amended into LB 418*
- LB 361 (M. Hansen) Prohibit retaliation under the Nebraska Wage Payment and Collection Act and the Wage and Hour Act  
**Select File (page 16)**
- LB 362 (M. Hansen) Require payment of unpaid wages for violations of the Nebraska Wage Payment and Collection Act  
**Held in Committee (page 18)**
- LB 363 (M. Hansen) Adopt the In the Line of Duty Compensation Act  
**Held in Committee (page 18)**
- LB 364 (Quick) Change provisions relating to a limit on fees under the Nebraska Workers' Compensation Act  
**Held in Committee (page 19)**
- LB 383 (Quick) Provide for an annual adjustment to the minimum wage  
**Held in Committee (page 19)**

- LB 400 (Hunt) Change the minimum wage for persons compensated by way of gratuities  
**General File (page 13)**
- LB 408 (Quick) Change provisions relating to compensation paid upon the death on an employee under the Nebraska Workers' Compensation Act  
**Held in Committee (page 19)**
- LB 418 (Cavanaugh) Change provisions under the Nebraska Workers' Compensation Act and change provisions relating to tort claims against the state, the State Self-Insured Liability Fund, and state vehicles  
**Enacted (page 10)**
- LB 428 (Friesen) Change provisions relating to computation of wages under the Employment Security Law  
**Enacted (page 10)**
- LB 448 (McDonnell) Change provisions relating to compensation for burial expenses under the Nebraska Workers' Compensation Act  
**General File (page 14)**
- LB 464 (M. Hansen) Provide for payment of claims against the state  
**Enacted (page 11)**
- LB 465 (M. Hansen) Deny payment of claims against the state  
**Held in Committee (page 19)**
- LB 487 (La Grone) Require the Nebraska Workers' Compensation Court to adopt an evidence-based drug formulary  
**Held in Committee (page 20)**
- LB 526 (McDonnell) Change provisions relating to compensation for temporary disability under the Nebraska Workers' Compensation Act  
**Held in Committee (page 20)**

- LB 527 (Bolz) Adopt the Customized Job Training Act  
**General File (page 14)**
- LB 576 (Lathrop) Change provisions relating to presumptions regarding causes of death or disability of certain firefighters and firefighter-paramedics  
**Held in Committee (page 21)**
- LB 577 (Vargas) Provide additional powers to the Commissioner of Labor related to investigations under and violations of the Employee Classification Act  
**General File (page 15)**
- LB 604 (Lindstrom) Authorize High-Wage Jobs and Capital Investment Creation Fund entities and provide grants, loans, and economic assistance to such entities  
**Held in Committee (page 21)**
- LB 644 (McDonnell) Adopt the Nebraska Workforce Diploma Act  
**Held in Committee (page 21)**
- LB 667 (Vargas) Adopt the Youth Opportunities in Learning and Occupations Act  
**Held in Committee (page 22)**

## Bill Summaries: Bills Enacted

**LB 102 (Wayne) Change references from Big Twelve to Big Ten Conference in provisions requiring a stipend or restricting hours of participation for intercollegiate athletes**

This bill amends statutes passed in 2003 by Senator Chambers. The intent of the original legislation was to allow and encourage the University of Nebraska Lincoln to provide fair compensation for football players and allow stipends for other athletes. These sections only become operative when similar laws are enacted in at least four other states which have teams that compete in the Big Twelve Conference.

At that time the UNL athletic programs were affiliated with the Big Twelve Conference. UNL left the Big Twelve Conference and joined the Big Ten Conference in 2011.

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**LB 139 (Kolterman) Change provisions relating to a data base of contractors under the Contractor Registration Act**

LB 139 adds requirements to the data base of contractors that is maintained by the Department of Labor in conjunction with the Department of Revenue. The bill specifically requires that each contractor state if the contractor carries workers' compensation insurance, or if the contractor is self-insured, or if they are not required to carry and do not carry workers' compensation insurance.

The Committee Amendment AM 170 clarified that the information provided is solely for the purpose of establishing premiums for workers' compensation insurance and does not affect liability under the Nebraska Workers' Compensation Act.

AM 170 by Senator Lathrop further clarified that the information is solely for the purpose of establishing premiums for workers'

compensation insurance and does not affect liability under the Nebraska Workers' Compensation Act.

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**LB 217 (Pansing Brooks) Prohibit discrimination against an employee for communicating about employee wages, benefits, or other compensation**

LB 217 prohibits an employer from retaliating against any employee because the employee inquired about, discussed, or disclosed compensation information for the purpose of determining whether the employer is compensating any employee in a manner that provides equal pay.

The Committee AM 387 changes the enforcement from the Department of Labor to the Nebraska Equal Opportunity Commission. The amendment also removes language limiting the purpose for discussing wages to equal pay for equal work.

On Select File AM 1184 by M. Hansen was adopted which clarified the rights and duties of employers and employees under the act and provides that nothing in the bill shall impair or affect any lawful contract in existence prior to the effective date of the act.

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**LB 301 (Lowe, At the Request of the Governor) Transfer duties under the Boiler Inspection Act, the Nebraska Amusement Ride Act, and the Conveyance Safety Act from the Department of Labor to the State Fire Marshal**

LB 301 transfers the Boiler Inspection Act, the Nebraska Amusement Act, and the Conveyance Safety Act, from the Department of Labor to the State Fire Marshal.

Currently the Department of Labor and the State Fire Marshal both have jurisdiction over parts of these industries. By placing the authority with the State Fire Marshal it will help streamline the



inspections and both agencies have worked together on this legislation.

AM 299 by Senator Lathrop amended the Amusement Ride Act relative to the amount of coverage the provider needs to carry. It leaves it to the discretion of the Fire Marshal but the amount will be no less than \$1 million per person and \$3 million per occurrence.

AM 165 by Senator Lowe is a technical change to show that any changes to the 2019 budget properly reflect that 10 employees are being transferred from the Department of Labor to the Fire Marshal.

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**LB 359 (M. Hansen) Change provisions in the Employment Security Law and Nebraska Wage Payment and Collection Act and relating to appointment of the meatpacking industry worker rights coordinator**

LB 359 is a clean up bill introduced at the request of the Department of Labor.

LB 359 amends the Unemployment Trust Fund calculation process. The bill would give the Commissioner of Labor administrative authority to adjust the combined tax rate to keep the Unemployment Trust Fund balance with the target range of 0.85% to 1.0% of covered wages. It also updates Nebraska Department of Labor accounting processes. LB 359 also makes the position of meatpacking worker bill of rights coordinator a commissioner appointee rather a governor appointee and expands the methods of service for wage payment and collection citations to include all recognized methods of service under Chapter 25, article 5.

**LB 418 (Cavanaugh) Change provisions under the Nebraska Workers' Compensation Act and change provisions relating to tort claims against the state, the State Self-Insured Liability Fund, and state vehicles**

LB 418 prohibits a collection agency from attempting to collect a debt arising out of a workers' compensation claim and the case is still pending in the Nebraska Workers' Compensation Court.

The Committee Amendment AM 1266 changed provisions of LB 418 to prohibit collection of a debt incurred against an employee for treatment of a work-related injury while the matter is pending in the Nebraska Workers' Compensation Court after being provided notice in accordance with this section. The Committee Amendment also incorporated provisions of two other bills heard by the committee: LB 360 and LB 178.

**Provisions of LB 360:**

LB 360 provides a nonresident alien dependent with the ability to file with the Workers' Compensation Court a power of attorney designating a suitable person residing in the state to act as attorney in-fact in proceedings under the Workers' Compensation Act.

**Provisions of LB 178:**

LB 178 is a technical clean-up bill from the Department of Administrative Services. It updates and changes references to the risk manager and makes changes to allow for a more efficient claims process.

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**LB 428 (Friesen) Change provisions relating to computation of wages under the Employment Security Law**

The reason for the bill comes out of a rule change promulgated by the Department of Labor that changed the actively searing for work

requirements. The rule change would place a hardship on highway construction employees who are prohibited by the Department of Transpiration from working during the winter months. LB 428 creates an exemption for employees in Highway, Street, and Bridge construction from the actively searching for work requirements for a period of not less than 120 days.

The Committee Amendment AM 758 addresses the concerns raised by the Department of Labor about conformity with federal law and therefore eliminates the fiscal impact.

The Committee Amendment also included the provisions of LB 306 but that section was removed by Floor Amendment 41 leaving only the changes to the underlying LB 428.

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**LB 464 (M. Hansen) Provide for payment of claims against the state**

LB 464 is the state claims bill it contains two miscellaneous claims, two tort claims, one indemnification claim, six workers compensation claims, and three settlements. It also contains agency write-off requests from the Department of Veterans' Affairs, Department of Transportation, Nebraska Game and Parks Commission, Department of Health and Human Services, Nebraska Supreme Court, and the Department of Labor.

AM 1440 adds the calculated interest to Tort Claim Number 2016-15753 in the amount of \$1,560.30.

## **Bill Summaries: Bills on General File**

### **LB 305 (Crawford) Adopt the Healthy and Safe Families and Workplaces Act**

LB 305 creates the Healthy and Safe Families and Workplaces Act which requires employers with four or more employees to provide paid sick and safe leave. Safe leave can be used for reasons relating to domestic violence, stalking, or domestic abuse.

The Committee Amendment AM 592 removed domestic partners from the bill.

LB 305 was not debated this year.

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### **LB 311 (Crawford) Adopt the Paid Family and Medical Leave Insurance Act**

LB 311 adopts the Paid Family and Medical Leave Insurance Act. The act creates a paid family and medical leave insurance program to provide partial wage replacement for eligible works to care for themselves or family members.

The Committee Amendment AM 570 makes the following changes: Changes the payback to the Health Care Cash Fund from two year to four year timeline. Allows one year of contribution collections prior to benefit payout as opposed to six months in the original bill. Allows employees to take six weeks of personal medical leave instead of twelve. Removes the term domestic partner.

LB 311 was Senator Cavanaugh's priority bill. The bill was debated on General File but no votes were taken and it was removed from the agenda after three hours of debate per the policy of the Speaker.

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**LB 345 (Wishart) Prohibit mandatory overtime for certain state employees**

LB 345 requires employees that work in facilities that provide services to individuals under twenty-four-hour observation shall not be required to work more than twelve consecutive hours. The bill also prohibits such employees from working seven straight days without a day off of work. The bill states that the acceptance of overtime is to be strictly voluntary.

The Committee Amendment AM 626 becomes the bill. The amendment provides definitions of terms. It retains the requirement that an employee may not be required to work more than twelve consecutive hours or be required to work more than seven straight days without a day off. Acceptance of overtime is strictly voluntary and an employee cannot be disciplined in any way for refusing to work overtime hours. The Amendment also adds a provision allowing the director to declare a temporary emergency in the case of riots, natural disasters, or severe weather. The emergency cannot persist for longer than thirty days and notice of the emergency declaration must be provided to the Executive Board.

LB 345 was not debated this year.

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**LB 400 (Hunt) Change the minimum wage for persons compensated by way of gratuities**

LB 400 increases the minimum wage for persons compensated by way of gratuities. Currently the wage is \$2.13/hour. The bill increases the wage to 40% of the minimum wage rate in effect on January 1, 2020 until January 1, 2021 when the wage goes up to 50% of the minimum wage in effect. Assuming the Nebraska minimum wage remains at \$9.00/hour the wage will increase in this bill to \$3.60 on January 1, 2020 and then to \$4.50 on January 1, 2021.

LB 400 was Senator Hunt's priority bill. The bill was debated on General File but no votes were taken and it was removed from the agenda after three hours of debate per the policy of the Speaker.

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**LB 448 (McDonnell) Change provisions relating to compensation for burial expenses under the Nebraska Workers' Compensation Act**

LB 448 changes the death benefits from the current amount of not more than ten thousand dollars to an amount equal to fourteen times the state average weekly wage.

Committee Amendment AM 935 changes the amount to twelve times the state average weekly wage from fourteen times in the bill.

LB 448 was not debated this year.

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**LB 527 (Bolz) Adopt the Customized Job Training Act**

The Customized Job Training Act provides a dedicated funding source and legislative guidance for the customized job training grant program that has in previous years been funded periodically through the appropriations process.

Committee Amendment AM 1573 replaces the bill. The amendment creates the Customized Job Training Act administered by the Department of Economic Development and creates a Customized Job Training Cash Fund. The amendment provides grants for net new jobs or a net increase in wages and provides standards for job training reimbursement. The bill does not providing funding for the cash fund.

LB 527 was not debated this year.

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**LB 577 (Vargas) Provide additional powers to the Commissioner of Labor related to investigations under and violations of the Employee Classification Act**

LB 577 grants additional powers to the Commissioner of Labor to expedite an investigation under the Employee Classification Act and immediately order the contractor to cease performance when the health, safety, and general welfare of the public is threatened.

LB 577 was not debated this year.

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**Bill Summaries: Bills on Select File**

**LB 361 (M. Hansen) Prohibit retaliation under the Nebraska Wage Payment and Collection Act and the Wage and Hour Act**

LB 361 prohibits an employer from retaliating or discriminating against an employee or applicant for employment because the employee or applicant filed a complaint under the Wage and Hour Act or the Nebraska Wage Payment and Collection Act, or participates in an investigation concerning violations of those acts.

The Committee Amendment AM 289 removes applicants from the bill.

LB 361 advanced from General File with a vote with 26 yes votes and 8 no votes. The bill was held on Select File by the request of the introducer.

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## **Bill Summaries: Bills on Final Reading**

### **LB 254 (McCollister) Adopt the Fair Chance Hiring Act**

LB 254 creates the Fair Chance Hiring Act to require a prospective employer to evaluate a job applicant's qualifications without an initial criminal background check. It is intended to remove criminal history from having a disqualifying impact if the applicant is otherwise qualified for the position. There are exemptions provided for certain jobs.

Senator B. Hansen offered AM 384 on General File and it was adopted. AM 384 rewrote the bill to require that an employer or employment agency that ask an applicant to disclose criminal history afford the applicant the opportunity to explain the circumstances regarding the criminal history.

LB 254 was held on Final Reading by request of the introducer.

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**Bill Summaries: Bills Held in Committee**

**LB 19 (Briese) Allow withholding from public of reports of injury under the Nebraska Workers' Compensation Act as prescribed and provide duties for the Nebraska Workers' Compensation Court**

LB 19 intends to keep workers' compensation records private. Records can be accessed by the employee, employer, nonprofits for sending memorials or grief counseling, and if requested, by state or federal investigation or examination.

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**LB 362 (M. Hansen) Require payment of unpaid wages for violations of the Nebraska Wage Payment and Collection Act**

Requires the payment of unpaid wages by the employer found to be in violation of the Nebraska Wage Payment and Collection Act to any affected employees in the citation.

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**LB 363 (M. Hansen) Adopt the In the Line of Duty Compensation Act**

LB363 creates the In the Line of Duty Compensation Act to provide a one-time death benefit to the family of a firefighter or law enforcement officer who dies in the line of duty. To receive compensation, claims would need to be filed with the State Claims Board within one year and would exclude deaths resulting from willful misconduct of the firefighter or law enforcement officer.

The claim would be for \$50,000 and that amount is indexed to the Consumer Price Index for all Urban Consumers and updated annually. The claim is made to the Risk Manager

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**LB 364 (Quick) Change provisions relating to a limit on fees under the Nebraska Workers' Compensation Act**

LB 364 would not allow physicians to charge more than is allowed by a fee schedule set up by the Workers Compensation Court for reports showing the injury was caused by a workplace accident.

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**LB 383 (Quick) Provide for an annual adjustment to the minimum wage**

Starting January 31, 2020 and annually thereafter the State Treasurer shall adjust the minimum wage to reflect the average annual percentage change in the consumer price index (CPI) for the most recent five-year period for which data is available. The minimum wage is adjusted to the nearest cent divisible by five and would go into effect on April 1st.

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**LB 408 (Quick) Change provisions relating to compensation paid upon the death on an employee under the Nebraska Workers' Compensation Act**

LB 408 provides that if an employee is killed in a compensable accident and that employee has no dependents the employee's estate would receive \$25,000.

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**LB 465 (M. Hansen) Deny payment of claims against the state**

There were no denied claims.

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**LB 487 (La Grone) Require the Nebraska Workers' Compensation Court to adopt an evidence-based drug formulary**

LB 487 requires the Workers' Compensation Court to adopt an evidence-based drug formulary for prescription drugs. Such formulary applies to prescription drugs for outpatient use in connection with any workers' compensation claim with a date of injury on or after January 1, 2020.

A prescription drug included in the formulary is presumed reasonable and may be prescribed and dispensed without prior authorization. A prescription drug that is not included in the formulary requires prior authorization from the workers' compensation insurer, risk management pool, or self-insured employer.

The court shall meet and consult with employers, insurers, private sector employee representatives, public sector employee representatives, physicians, pharmacists, and attorneys who represent workers or employers in order to develop the drug formulary.

Any party can request a finding by an independent medical examiner for a prescription drug that is not included and prior authorization has been denied.

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**LB 526 (McDonnell) Change provisions relating to compensation for temporary disability under the Nebraska Workers' Compensation Act**

LB 526 requires that payments for temporary disability under the Nebraska Workers' Compensation Act continue until either a permanent disability has been measured, or thirty days' notice was given to the employee with evidence used to make the determination to cease benefits.

**LB 576 (Lathrop) Change provisions relating to presumptions regarding causes of death or disability of certain firefighters and firefighter-paramedics**

LB576 would establish a rebuttable presumption that firefighters who suffer death or disability as a result of cancer, hypertension or heart or respiratory defect or disease, did so as a result of their work for the purposes of the Nebraska Workers' Compensation Act. This rebuttable presumption already exists for other post-employment benefits.

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**LB 604 (Lindstrom) Authorize High-Wage Jobs and Capital Investment Creation Fund entities and provide grants, loans, and economic assistance to such entities**

LB 604 creates the High-Wage Jobs and Capital Investment Fund. The fund's purpose is to provide capital to create jobs in high need industries and in all areas of the state. The bill generates a capital investment for qualified jobs and qualified businesses and requires matching private funds. The intent is to enable small businesses to expand and create jobs by providing access to affordable growth capital.

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**LB 644 (McDonnell) Adopt the Nebraska Workforce Diploma Act**

LB 644 creates a program to give adults an opportunity to earn their high school diploma. The intent of the bill is to increase the number of Nebraskans eligible for certain mid-skill level jobs and to remove barriers to career advancement.

Attorney General Opinion 19-004 provided on the constitutionality of LB 644.

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**LB 667 (Vargas) Adopt the Youth Opportunities in Learning and Occupations Act**

LB 667 creates the Youth Opportunities in Learning and Occupations Act (YOLO). The intent of the bill is to offer training services to young people and expose them to potential employment opportunities in the state. The bill creates a grant fund within the Department of Labor to provide training for young people in the state. The bill intends to appropriate twenty million dollars for fiscal year 2019-20.

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## **Bill Summaries: Bills Failed on Final Reading**

### **LB 306 (Crawford) Change provisions relating to good cause for voluntarily leaving employment under the Employment Security Law**

LB 306 creates a new category of good cause for voluntarily leaving employment under the Employment Security Law.

It creates a good cause for leaving employment to care for a family member with a serious health condition and defines those terms. The bill also creates an exception for charges against the employer experience accounts in order that the new proposed exemption will not be charged against the employer's account.

Committee Amendment AM 71 added a requirement that an individual make all reasonable efforts to preserve employment before voluntarily leaving to care for a family member with a serious health condition.

After passing General file with 29 Yes votes and 11 No votes and passing Select File on a voice vote, failed to pass on Final Reading with a vote of 20 Yes votes, 15 No votes, 9 Present and Not Voting and 5 Excused and Not Voting.

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## **Bill Summaries: Bills Indefinitely Postponed**

### **LB 178 (Hilgers) Change provisions relating to workers' compensation claims, tort claims against the state, and state vehicles**

LB 178 is a technical clean-up bill from the Department of Administrative Services. It updates and changes references to the risk manager and makes changes to allow for a more efficient claims process.

LB 178 was IPP'd on Sine Die per a motion by the Speaker after previously being amendment into LB 418.

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### **LB 360 (M. Hansen) Provide for settlement of claims of nonresident alien dependents under the Nebraska Workers' Compensation Act**

LB 360 provides a nonresident alien dependent with the ability to file with the Workers' Compensation Court a power of attorney designating a suitable person residing in the state to act as attorney in-fact in proceedings under the Workers' Compensation Act.

The Committee Amendment AM 976 provides further guidance to the Court in appointing a person to act as attorney in fact. The court should consider among other things whether a consular officer's jurisdiction includes Nebraska, and the responsiveness of the consular officer to attempts made by an attorney representing the employee to engage such consular officer in the proceedings.

LB 360 was IPP'd on Sine Die per a motion by the Speaker after previously being amendment into LB 418.

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**List of Business and Labor Interim Studies**  
**By Priority**

- LR 192 (Bolz) Interim study to examine workforce development initiatives with emphasis on hearing the perspectives of employees across industries
- LR 128 (M. Hansen) Interim study to review the Nebraska Wage Payment and Collection Act and the Wage and Hour Act
- LR 252 (Vargas) Interim study to review employment opportunities and barriers to employment for minority and at-risk populations
- LR 178 (Cavanaugh) Interim study to examine the distribution of affordable housing across the state and how the lack of available affordable housing can impact the workforce
- LR 106 (M. Hansen) Interim study to review the Boiler Safety Code Advisory Board and occupational regulations for boiler inspectors
- LR 113 (Cavanaugh) Interim study to examine existing anti-discrimination employment related laws to ensure they are advancing the public policy of Nebraska
- LR 213 (Vargas) Interim study to examine potential solutions and approaches to benefits traditionally enjoyed by workers in an employer-employee relationship
- LR 129 (M. Hansen) Interim study to examine issues under the jurisdiction of the Business and Labor Committee

## Index of Business and Labor Committee Bills by Subject Matter

### Boilers and Elevators

LB 301 (Lowe) Transfer duties under the Boiler Inspection Act, the Nebraska Amusement Ride Act, and the Conveyance Safety Act from the Department of Labor to the State Fire Marshal

### Claims Against the State

LB 464 (M. Hansen) Provide for payment of claims against the state

LB 465 (M. Hansen) Deny payment of claims against the state

### Construction and Contractors

LB 139 (Kolterman) Change provisions relating to a data base of contractors under the Contractor Registration Act

LB 577 (Vargas) Provide additional powers to the Commissioner of Labor related to investigations under and violations of the Employee Classification Act

### Employment Security Law

LB 305 (Crawford) Adopt the Healthy and Safe Families and Workplaces Act

LB 428 (Friesen) Change provisions relating to computation of wages under the Employment Security Law

### Labor Standards and Employment Discrimination

LB 217 (Pansing Brooks) Prohibit discrimination against an employee for communicating about employee wages, benefits, or other compensation

LB 254 (McCollister) Adopt the Fair Chance Hiring Act

LB 305 (Crawford) Adopt the Healthy and Safe Families and Workplaces Act

LB 311 (Crawford) Adopt the Paid Family and Medical Leave Insurance Act

### Minimum Wage

LB 383 (Quick) Provide for an annual adjustment to the minimum wage

LB 400 (Hunt) Change the minimum wage for persons compensated by way of gratuities

### Wage Payment and Collection Act

LB 359 (M. Hansen) Change provisions in the Employment Security Law and Nebraska Wage Payment and Collection Act and relating to appointment of the meatpacking industry worker rights coordinator

LB 361 (M. Hansen) Prohibit retaliation under the Nebraska Wage Payment and Collection Act and the Wage and Hour Act

LB 362 (M. Hansen) Require payment of unpaid wages for violations of the Nebraska Wage Payment and Collection Act

### Workers' Compensation

LB 19 (Briese) Allow withholding from public of reports of injury under the Nebraska Workers' Compensation Act as prescribed and provide duties for the Nebraska Workers' Compensation Court

LB 178 (Hilgers) Change provisions relating to workers' compensation claims, tort claims against the state, and state vehicles

LB 360 (M. Hansen) Provide for settlement of claims of nonresident alien dependents under the Nebraska Workers' Compensation Act

LB 364 (Quick) Change provisions relating to a limit on fees under the Nebraska Workers' Compensation Act

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- LB 448 (McDonnell) Change provisions relating to compensation for burial expenses under the Nebraska Workers' Compensation Act
- LB 487 (La Grone) Require the Nebraska Workers' Compensation Court to adopt an evidence-based drug formulary
- LB 526 (McDonnell) Change provisions relating to compensation for temporary disability under the Nebraska Workers' Compensation Act

#### Workforce Development

- LB 527 (Bolz) Adopt the Customized Job Training Act
- LB 604 (Lindstrom) Authorize High-Wage Jobs and Capital Investment Creation Fund entities and provide grants, loans, and economic assistance to such entities
- LB 644 (McDonnell) Adopt the Nebraska Workforce Diploma Act
- LB 667 (Vargas) Adopt the Youth Opportunities in Learning and Occupations Act

#### Miscellaneous

- LB 102 (Wayne) Change references from Big Twelve to Big Ten Conference in provisions requiring a stipend or restricting hours of participation for intercollegiate athletes

- LB 345 (Wishart) Prohibit mandatory overtime for certain state employees
- LB 363 (M. Hansen) Adopt the In the Line of Duty Compensation Act
- LB 576 (Lathrop) Change provisions relating to presumptions regarding causes of death or disability of certain firefighters and firefighter-paramedics