

LEGISLATURE OF NEBRASKA  
ONE HUNDRED EIGHTH LEGISLATURE  
SECOND SESSION

**LEGISLATIVE BILL 1213**

Introduced by Walz, 15.

Read first time January 16, 2024

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to labor; to require employers to provide
- 2 twenty hours of paid leave for attendance at school-related
- 3 activities of employees' family members; and to define terms.
- 4 Be it enacted by the people of the State of Nebraska,

1           Section 1. (1) For purposes of this section:

2           (a)(i) Employer means a person engaged in an industry who has  
3 fifteen or more employees for each working day in each of twenty or more  
4 calendar weeks in the current or preceding calendar year, any agent of  
5 such a person, and any party whose business is financed in whole or in  
6 part under the Nebraska Investment Finance Authority Act regardless of  
7 the number of employees and shall include the State of Nebraska,  
8 governmental agencies, and political subdivisions.

9           (ii) Employer does not include (A) the United States, a corporation  
10 wholly owned by the government of the United States, or an Indian tribe  
11 or (B) a bona fide private membership club, other than a labor  
12 organization, which is exempt from taxation under section 501(c) of the  
13 Internal Revenue Code;

14           (b) Family member means and includes a biological, adopted, or  
15 foster child, a stepchild, or a legal ward of an employee or the  
16 employee's spouse or a person to whom the employee or the employee's  
17 spouse stood in loco parentis when such person was a minor child,  
18 regardless of the age or dependency status of such child, stepchild,  
19 legal ward, or person;

20           (c) Labor organization has the same meaning as in section 48-1102;

21           (d) School means a public, private, denominational, or parochial  
22 school which meets the requirements for accreditation or approval  
23 prescribed in Chapter 79; and

24           (e) School activities leave means leave taken by an employee for  
25 school-related activities of a family member, including, but not limited  
26 to, parent-teacher conferences, disciplinary meetings or proceedings,  
27 extracurricular or athletic competitions or events, volunteer activities,  
28 and orientation programs.

29           (2) An employer shall grant each employee a minimum of twenty hours  
30 of paid school activities leave in each calendar year.