

One Hundred Eighth Legislature - Second Session - 2024

Introducer's Statement of Intent

LB1139

Chairperson: Senator Merv Riepe

Committee: Business and Labor

Date of Hearing: February 05, 2024

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

The intent of LB1139 is to adopt the Paid Family and Medical Leave Insurance Act. The Act will create a paid family and medical leave insurance program through the Department of Labor to provide partial wage replacement for participating workers to care for themselves or a family member experiencing a serious illness or to care for a new child through birth, foster care or adoption. Leave can also be taken for military exigency purposes.

Participation in the program is voluntary for the employer and the employee. The program is financed through employee contributions to the program. Employers may also choose to contribute to the program. Self-employed persons can opt in to the program.

Similar to the federal Family and Medical Leave Act, a covered employee who utilizes the paid family leave insurance program is entitled to be restored to the position held by the employee when the leave commenced or to a position with equivalent status and pay.

Principal Introducer: _____

Senator Machaela Cavanaugh