



Ninety-Ninth Legislature - First Session - 2005
Introducer's Statement of Intent
LB 10

Chairperson: Douglas Cunningham
Committee: Business and Labor
Date of Hearing: January 24, 2005

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

Nebraska statutes do not allow an employer to discriminate on the basis of sex in the payment of wages to employees. Men and women in the same establishment who perform equal work on jobs which require equal skill, effort, and responsibility under similar working conditions must be paid the same wage. However, this is now true only if the employer has twenty-five or more employees. LB 10 would lower the threshold for application of this requirement from twenty-five employees to fifteen employees.

The Nebraska Equal Opportunity Commission (NEOC) is given the responsibility of carrying out sections 48-1219 to 48-1227.01 which prohibit this type of sex discrimination. Employers who have fifteen or more employees fall under the purview of the NEOC for purposes of the Fair Employment Practice Act. Lowering the threshold to fifteen employees for sections 48-1219 to 48-1227.01 standardizes both requirements for employers and access to the NEOC for employees.

Principal Introducer: _____
Senator David Landis