

AMENDMENTS TO LB720

(Amendments to Standing Committee amendments, AM1614)

Introduced by Vargas, 7.

1           1. Insert the following new section:

2           Sec. 45. (1) The Legislature finds and declares that:

3           (a) Nationwide and in Nebraska, women are paid significantly less  
4 than men. In addition to wage disparity, women make up a small share of  
5 top leadership positions in private businesses. In recent years, women  
6 have made some gains in leadership positions, and experience has shown  
7 that the increase of women in leadership is helping businesses thrive in  
8 unprecedented ways. For over fifty years, equal pay laws have sought to  
9 remedy persistent disparities based on sex and gender in the workplace.  
10 Nevertheless, gender-based disparities with regard to pay and leadership  
11 status persist and have created a wage gap in Nebraska negatively  
12 impacting working women, working families, our state budget, and our  
13 state and national economies;

14           (b) The persistent gender disparities illustrate that this state  
15 must do better and must modernize its equal pay laws with innovative and  
16 creative policy strategies. Research shows that if the state waits for a  
17 private market correction, Nebraska women will not realize equal pay for  
18 equal work until 2066. That pace is unacceptable. The state must be  
19 proactive and take additional steps to make equal pay a reality; and

20           (c) The Imagine Nebraska Act encourages and rewards employers that  
21 create new, quality jobs in Nebraska. Quality jobs are jobs provided by  
22 employers that (i) recognize that women are a significant portion of  
23 Nebraska's workforce and (ii) provide for pay and employment equity for  
24 women, including equity in leadership.

25           (2) For any taxpayer that is a domestic corporation with a board of  
26 directors, such taxpayer shall not qualify for any incentives under the

1 Imagine Nebraska Act unless at least one-half of the members of the  
2 taxpayer's board of directors are female. Such requirement shall continue  
3 to apply to the taxpayer throughout the performance period. If a taxpayer  
4 fails to meet such requirement at any time during the performance period,  
5 such failure shall be treated in the same manner as a failure to maintain  
6 the required level of employment for purposes of any recapture and  
7 disallowance of incentives under section 34 of this act.

8 (3) For purposes of this section, female means an individual who  
9 self-identifies as a woman, without regard to the individual's designated  
10 sex at birth.

11 2. On page 1, line 3, strike "44" and insert "45".

12 3. On page 10, line 2, strike "and"; in line 5 strike the period and  
13 insert "; and"; and after line 5 insert the following new subdivision:

14 "(i) If the taxpayer is a domestic corporation with a board of  
15 directors, contain information regarding the gender of the members of the  
16 board of directors at the time of application and, if necessary, a  
17 timetable showing the year the taxpayer expects to meet the requirements  
18 in section 45 of this act with respect to its board of directors."

19 4. On page 38, line 7, strike the second "and"; and in line 10 after  
20 "wages" insert ", and (v) the percentage of female members on the boards  
21 of directors of such taxpayers".

22 5. Renumber the remaining sections and correct internal references  
23 accordingly.