

LEGISLATURE OF NEBRASKA  
ONE HUNDRED SIXTH LEGISLATURE  
SECOND SESSION

**LEGISLATIVE BILL 1016**

FINAL READING

Introduced by Hansen, M., 26.

Read first time January 15, 2020

Committee: Business and Labor

1 A BILL FOR AN ACT relating to labor; to amend sections 48-1228, 48-1231,  
2 48-2107, and 48-2907, Revised Statutes Cumulative Supplement, 2018,  
3 and sections 48-622.03 and 48-1234, Revised Statutes Supplement,  
4 2019; to change reporting requirements for the Department of Labor;  
5 to prohibit retaliation or discrimination by employers as  
6 prescribed; to provide and change requirements for claims under the  
7 Nebraska Wage Payment and Collection Act; to provide restrictions on  
8 employers with unpaid citations under the act; to require public  
9 posting of certain information related to compliance with the act;  
10 to change fee provisions under the Contractor Registration Act; to  
11 change enforcement provisions under the Employee Classification Act;  
12 to eliminate provisions related to service letters, high voltage  
13 lines, and private employment agencies; to harmonize provisions; to  
14 provide operative dates; to repeal the original sections; to  
15 outright repeal sections 48-209, 48-210, 48-211, 48-440, 48-501.01,  
16 48-503, 48-504, 48-505, 48-506, 48-507, 48-508, 48-510, 48-511,  
17 48-512, 48-513, 48-514, 48-515, 48-516, 48-517, 48-518, 48-519,  
18 48-520, 48-521, 48-523, and 48-524, Reissue Revised Statutes of  
19 Nebraska; and to declare an emergency.  
20 Be it enacted by the people of the State of Nebraska,

1 Section 1. Section 48-622.03, Revised Statutes Supplement, 2019, is  
2 amended to read:

3 48-622.03 (1) There is hereby created the Nebraska Worker Training  
4 Board. The board shall consist of seven members appointed and serving for  
5 terms determined by the Governor as follows:

6 (a) A representative of employers in Nebraska;

7 (b) A representative of employees in Nebraska;

8 (c) A representative of the public;

9 (d) The Commissioner of Labor or a designee;

10 (e) The Director of Economic Development or a designee;

11 (f) The Commissioner of Education or a designee; and

12 (g) The chairperson of the governing board of the Nebraska Community  
13 College Association or a designee.

14 (2) The chairperson of the Nebraska Worker Training Board shall be  
15 the representative of the employers in Nebraska.

16 (3) By July 1 of each year, the board shall prepare an annual  
17 program plan for the upcoming fiscal year containing guidelines for the  
18 program financed by the Nebraska Training and Support Cash Fund. The  
19 guidelines shall include, but not be limited to, guidelines for  
20 certifying training providers, criteria for evaluating requests for the  
21 use of money under section 48-622.02, and guidelines for requiring  
22 employers to provide matching funds. The guidelines shall give priority  
23 to training that contributes to the expansion of the Nebraska workforce  
24 and increasing the pool of highly skilled workers in Nebraska.

25 (4) By December 31 ~~July 1~~ of each year, the Department of Labor  
26 shall provide a report to the Governor covering the activities of the  
27 program financed by the Nebraska Training and Support Cash Fund for the  
28 previous fiscal year. The report shall contain an assessment of the  
29 effectiveness of the program and its administration.

30 Sec. 2. Section 48-1228, Revised Statutes Cumulative Supplement,  
31 2018, is amended to read:

1           48-1228 Sections 48-1228 to 48-1234 and sections 3 and 6 of this act  
2 shall be known and may be cited as the Nebraska Wage Payment and  
3 Collection Act.

4           Sec. 3. An employer shall not retaliate or discriminate against an  
5 employee because the employee:

6           (1) Files a suit or complaint under the Nebraska Wage Payment and  
7 Collection Act; or

8           (2) Testifies, assists, or participates in an investigation,  
9 proceeding, or action concerning a violation of the act.

10          Sec. 4. Section 48-1231, Revised Statutes Cumulative Supplement,  
11 2018, is amended to read:

12          48-1231 (1) An employee having a claim for wages which are not paid  
13 within thirty days of the regular payday designated or agreed upon may  
14 institute suit for such unpaid wages in the proper court. If an employee  
15 establishes a claim and secures judgment on the claim, such employee  
16 shall be entitled to recover ~~(a) the full amount of the judgment and all~~  
17 ~~costs of such suit, including reasonable attorney's fees and (b) if such~~  
18 ~~employee has employed an attorney in the case, an amount for attorney's~~  
19 ~~fees assessed by the court, which fees shall not be less than twenty-five~~  
20 ~~percent of the unpaid wages. If the cause is taken to an appellate court~~  
21 ~~and the employee plaintiff recovers a judgment, the appellate court shall~~  
22 ~~award reasonable attorney's fees to the employee tax as costs in the~~  
23 ~~action, to be paid to the plaintiff, an additional amount for attorney's~~  
24 ~~fees in such appellate court, which fees shall not be less than twenty-~~  
25 ~~five percent of the unpaid wages. If the employee fails to recover a~~  
26 judgment in excess of the amount that may have been tendered within  
27 thirty days of the regular payday by an employer, such employee shall not  
28 recover the attorney's fees provided by this subsection ~~section~~. If the  
29 court finds that no reasonable dispute existed as to the fact that wages  
30 were owed or as to the amount of such wages, the court may order the  
31 employee to pay the employer's attorney's fees and costs of the action as

1 assessed by the court.

2 (2) If an employee works for an employer that is not subject to the  
3 Nebraska Fair Employment Practice Act and such employee is aggrieved by a  
4 violation of section 3 of this act, the employee may bring a suit against  
5 such employer in the proper court to recover the damages sustained by  
6 reason of such violation. If an employee prevails in a suit brought  
7 pursuant to this subsection, such employee shall be entitled to recover  
8 the full amount of the judgment and all costs of such suit, including  
9 reasonable attorney's fees. If the cause is taken to an appellate court  
10 and the employee recovers a judgment, the appellate court shall award  
11 reasonable attorney's fees to the employee.

12 (3) ~~(2)~~ An employer who fails to furnish a wage statement under  
13 subsection (2) of section 48-1230 shall be guilty of an infraction as  
14 defined in section 29-431 and shall be subject to a fine pursuant to  
15 section 29-436.

16 (4) If an employee institutes suit against an employer under  
17 subsection (1) or (2) of this section, any citation that is issued  
18 against such employer under section 48-1234 and that relates directly to  
19 the facts in dispute shall be admitted into evidence unless specifically  
20 excluded by the court. If a citation has been contested as described in  
21 subsection (3) of section 48-1234, it shall not be admitted into evidence  
22 under this subsection until after such contest has been resolved.

23 Sec. 5. Section 48-1234, Revised Statutes Supplement, 2019, is  
24 amended to read:

25 48-1234 (1) The Commissioner of Labor shall issue a citation to an  
26 employer when an investigation reveals that the employer may have  
27 violated the Nebraska Wage Payment and Collection Act, other than a  
28 violation of subsection (2) of section 48-1230.

29 (2) When a citation is issued, the commissioner shall notify the  
30 employer of the proposed administrative penalty, if any, by certified  
31 mail or any other manner of delivery by which the United States Postal

1 Service can verify delivery or by any method of service recognized under  
2 Chapter 25, article 5. The administrative penalty shall be not more than  
3 five hundred dollars in the case of a first violation and not more than  
4 five thousand dollars in the case of a second or subsequent violation.

5 (3) The employer has fifteen working days after the date of the  
6 citation or penalty to contest such citation or penalty. Notice of  
7 contest shall be sent to the commissioner who shall provide a hearing in  
8 accordance with the Administrative Procedure Act.

9 (4) Any employer who has an unpaid citation for a violation of the  
10 Nebraska Wage Payment and Collection Act shall be barred from contracting  
11 with the state or any political subdivision until such citation is paid.  
12 If a citation has been contested as described in subsection (3) of this  
13 section, it shall not be considered an unpaid citation under this  
14 subsection until after such contest has been resolved.

15 (5) Citations issued under this section and the names of employers  
16 who have been issued a citation shall be made available to the public  
17 upon request, except that this subsection shall not apply to any  
18 citations that are being contested as described in subsection (3) of this  
19 section.

20 Sec. 6. No later than December 1 of each year, the Department of  
21 Labor shall post information on its web site regarding compliance with  
22 and enforcement of the Nebraska Wage Payment and Collection Act and shall  
23 provide notice to the Legislature that the information was posted. The  
24 information shall include, but not be limited to, (1) the total number of  
25 reports of unpaid wages filed with the department in the prior calendar  
26 year, (2) the total number of reports investigated in the prior calendar  
27 year, (3) the results of all investigations completed in the prior  
28 calendar year, including, but not limited to, the number of cases in  
29 which wages were found to be owed to an employee, the number of cases in  
30 which the employer paid wages owed to the employee during the course of  
31 the investigation, and the number of cases in which it was found that no

1 wages were owed to an employee, (4) the number of citations issued  
2 pursuant to section 48-1234 in the prior calendar year, (5) the total  
3 amount of wages owed to employees according to the citations issued in  
4 the prior calendar year, (6) the number of employers with more than two  
5 citations in the previous five years, and (7) the number and names of  
6 employers with at least one unpaid citation from the previous five years.

7       Sec. 7. Section 48-2107, Revised Statutes Cumulative Supplement,  
8 2018, is amended to read:

9       48-2107 (1) Each application or renewal under section 48-2105 shall  
10 be signed by the applicant and accompanied by a fee not to exceed of  
11 forty dollars. The commissioner may adopt and promulgate rules and  
12 regulations to establish the criteria for acceptability of filing  
13 documents and making payments electronically. The criteria may include  
14 requirements for electronic signatures. The commissioner may refuse to  
15 accept any electronic filings or payments that do not meet the criteria  
16 established. The fee shall not be required when an amendment to an  
17 application is submitted. The commissioner shall remit the fees collected  
18 under this subsection to the State Treasurer for credit to the Contractor  
19 and Professional Employer Organization Registration Cash Fund.

20       (2) A contractor shall not be required to pay the fee under  
21 subsection (1) of this section if (a) the contractor is self-employed and  
22 does not pay more than three thousand dollars annually to employ other  
23 persons in the business and the application contains a statement made  
24 under oath or equivalent affirmation setting forth such information or  
25 (b) the contractor only engages in the construction of water wells or  
26 installation of septic systems. At any time that a contractor no longer  
27 qualifies for exemption from the fee, the fee shall be paid to the  
28 department. Any false statement made under subdivision (2)(a) of this  
29 section shall be a violation of section 28-915.01.

30       (3) The commissioner shall charge an additional fee of twenty-five  
31 dollars for the registration of each nonresident contractor and a fee of

1 twenty-five dollars for the registration of each contract to which a  
2 nonresident contractor is a party if the total contract price or  
3 compensation to be received is more than ten thousand dollars. The  
4 commissioner shall remit the fees collected under this subsection to the  
5 State Treasurer for credit to the General Fund.

6 Sec. 8. Section 48-2907, Revised Statutes Cumulative Supplement,  
7 2018, is amended to read:

8 48-2907 (1) In addition to any other fines or penalties provided by  
9 law, if the commissioner may issue a citation to a contractor when an  
10 investigation reveals finds, after notice and hearing, that a contractor  
11 has violated the Employee Classification Act, ~~the contractor shall be~~  
12 ~~assessed, by the commissioner, a five-hundred-dollar fine~~

13 (2) When a citation is issued, the commissioner shall notify the  
14 contractor of the proposed administrative penalty, if any, by certified  
15 mail or any other manner of delivery by which the United States Postal  
16 Service can verify delivery or by any method of service recognized under  
17 Chapter 25, article 5. The administrative penalty shall be not more than  
18 five hundred dollars per each misclassified individual for the first  
19 offense and not more than five thousand dollars a five-thousand-dollar  
20 fine per each misclassified individual for each second or and subsequent  
21 offense.

22 (3) The contractor has fifteen working days after the date of the  
23 citation or penalty to contest such citation or penalty. Notice of  
24 contest shall be sent to the commissioner who shall provide a hearing in  
25 accordance with the Administrative Procedure Act.

26 (4) A contractor who is assessed an administrative penalty for a  
27 violation of the Employee Classification Act shall pay such  
28 administrative penalty no later than ten days after the date the penalty  
29 becomes final and not subject to further appeal. A (2) Any contractor who  
30 has an unpaid administrative penalty in violation of this subsection  
31 finest for a violation of the Employee Classification Act shall be barred

1 from contracting with the state or any political subdivision until such  
2 administrative penalty is ~~fin~~es are paid.

3       Sec. 9. Sections 2, 3, 4, 5, 6, and 11 of this act become operative  
4 on October 1, 2020. The other sections of this act become operative on  
5 their effective date.

6       Sec. 10. Original sections 48-2107 and 48-2907, Revised Statutes  
7 Cumulative Supplement, 2018, and section 48-622.03, Revised Statutes  
8 Supplement, 2019, are repealed.

9       Sec. 11. Original sections 48-1228 and 48-1231, Revised Statutes  
10 Cumulative Supplement, 2018, and section 48-1234, Revised Statutes  
11 Supplement, 2019, are repealed.

12       Sec. 12. The following sections are outright repealed: Sections  
13 48-209, 48-210, 48-211, 48-440, 48-501.01, 48-503, 48-504, 48-505,  
14 48-506, 48-507, 48-508, 48-510, 48-511, 48-512, 48-513, 48-514, 48-515,  
15 48-516, 48-517, 48-518, 48-519, 48-520, 48-521, 48-523, and 48-524,  
16 Reissue Revised Statutes of Nebraska.

17       Sec. 13. Since an emergency exists, this act takes effect when  
18 passed and approved according to law.