As introduced, LB 345 would provide that employers may not require a state employee to work beyond the employee's contractual hours of work unless the employee agrees in writing to work the additional hours.  The bill would also provide that state employees would be compensated for work performed in excess of contractual hours at a rate of one and one-half times the employee’s regular rate of pay.  The bill was introduced by Rep. Bob Wishart and referred to the Committee on Business and Labor.
Section 1. (1) The Legislature finds that it is essential that residents of the State of Nebraska who are under the twenty-four-hour care and supervision of the State of Nebraska be provided with qualified care from trained employees. This care is jeopardized when employees are mandated to work overtime for unnecessarily long hours. The State of Nebraska should provide adequate, safe staffing without the use of mandatory overtime.

(2) An employee of the State of Nebraska providing services to individuals in facilities under the twenty-four-hour care and supervision of the State of Nebraska shall not be disciplined nor lose any right, benefit, or privilege for refusing to work more than twelve consecutive hours. Under no circumstances shall an employee providing services to individuals in facilities under the twenty-four-hour care and supervision of the State of Nebraska be required to work seven straight days without a day off. The acceptance by an employee of overtime is strictly voluntary, and the refusal by an employee to accept such overtime work is not grounds for discrimination, dismissal, discharge, or any other penalty, threat of report for discipline, or employment decision adverse to the employee.