

AMENDMENTS TO LB847

(Amendments to E&R amendments, ER135)

Introduced by Kauth, 31.

1 1. Strike sections 2, 3, and 4 and insert the following new
2 sections:

3 **Sec. 2.** For purposes of the Nebraska Registered Apprenticeship Act,
4 unless the context otherwise requires:

5 (1) Apprentice means a worker who is at least sixteen years of age
6 and who is employed to learn an apprenticeable occupation under standards
7 of apprenticeship fulfilling the requirements of 29 C.F.R. 29.5, as such
8 regulation existed on January 1, 2026;

9 (2) Apprenticeable occupation means an occupation that is specified
10 by industry and to which all of the following apply:

11 (a) The occupation involves skills that are customarily learned in a
12 practical way through a structured, systematic program of on-the-job
13 supervised learning;

14 (b) The occupation is clearly identified and commonly recognized
15 throughout an industry;

16 (c) The occupation involves the progressive attainment of manual,
17 mechanical, or technical skills and knowledge which, in accordance with
18 the industry standard for the occupation, would require the completion of
19 at least two thousand hours of on-the-job learning to attain; and

20 (d) The occupation requires related instruction to supplement the
21 on-the-job learning;

22 (3) Apprenticeship agreement means a written agreement, accepted and
23 recorded by the Nebraska Office of Registered Apprenticeship, between an
24 apprentice and an apprenticeship sponsor that contains the terms and
25 conditions of the apprentice's employment and training consistent with 29
26 C.F.R. part 29, as such regulations existed on January 1, 2026, and the

1 Nebraska Registered Apprenticeship Act;

2 (4) Apprenticeship program means a program registered with the
3 United States Department of Labor, Office of Apprenticeship, or the
4 Nebraska Office of Registered Apprenticeship that includes terms and
5 conditions for the qualification, recruitment, selection, employment, and
6 training of apprentices, including the requirement for a written
7 apprenticeship agreement;

8 (5) Apprenticeship sponsor means an entity operating an
9 apprenticeship program or an entity in whose name an apprenticeship
10 program is being operated, which entity is registered with or approved by
11 the United States Department of Labor, Office of Apprenticeship, or the
12 Nebraska Office of Registered Apprenticeship;

13 (6) Cancellation means the termination of the registration of a
14 quality pre-apprenticeship program or apprenticeship program at the
15 request of the apprenticeship sponsor, or the termination of an
16 apprenticeship agreement at the request of the apprentice;

17 (7) Commissioner means the Commissioner of Labor;

18 (8) Department means the Nebraska Department of Labor;

19 (9) Employee organization means (a) any labor union, (b) any
20 organization of any kind, or any agency or employee representation
21 committee, association, group, or plan, in which employees participate
22 and which exists for the purpose, in whole or in part, of dealing with
23 employers concerning an employee benefit plan or other matters incidental
24 to employment relationships, and (c) any employees' beneficiary
25 association organized for the purpose, in whole or in part, of
26 establishing an employee benefit plan;

27 (10) Employer means a person or organization employing an
28 apprentice, whether or not such person or organization is a party to an
29 apprenticeship agreement with the apprentice;

30 (11) Employer organization means a collective organization of
31 manufacturers, retailers, or other employers of wage labor which seeks to

1 coordinate the behavior of its member companies in matters of mutual
2 interest;

3 (12) Expansion of an existing apprenticeship program means adding a
4 new occupation or a new employer to an existing apprenticeship program;

5 (13) Large apprenticeship program means an apprenticeship program
6 with more than three hundred fifty active apprentices;

7 (14) On-the-job training means training provided by an employer to
8 which all of the following apply:

9 (a) The training is provided to a paid apprentice who is engaged in
10 productive work in an occupation, and the work provides knowledge or
11 skills essential to the full and adequate performance of the occupation;
12 and

13 (b) The training is limited in duration as appropriate to the
14 occupation for which the apprentice is being trained, based on the
15 content of the training, the apprentice's prior work experience, and the
16 apprentice's service strategy, as appropriate;

17 (15) Public member means a member of the Nebraska Apprenticeship
18 Council who is not representing an employer organization or employee
19 organization and who is familiar with apprenticeable occupations;

20 (16) Quality pre-apprenticeship program means a program or set of
21 strategies, registered by the Nebraska Office of Registered
22 Apprenticeship, including basic skills training, academic skills
23 remediation, or introduction to the industry, that is designed to prepare
24 individuals for entry into an apprenticeship program;

25 (17) Registered apprenticeship program means a program to which all
26 of the following apply:

27 (a) The program has been accepted and recorded by the Nebraska
28 Office of Registered Apprenticeship or registered with the United States
29 Department of Labor, Office of Apprenticeship;

30 (b) The program includes all of the following:

31 (i) Employer participation in accordance with 29 C.F.R. 29.5, as

1 such regulation existed on January 1, 2026;

2 (ii) On-the-job training;

3 (iii) Related training instruction;

4 (iv) Paid work experience; and

5 (v) Receipt of a portable state or nationally recognized credential;

6 and

7 (c) The program is for the recruitment, selection, employment, and
8 training of apprentices and is developed pursuant to 29 C.F.R part 29, as
9 such regulations existed on January 1, 2026, and any rules and
10 regulations adopted and promulgated pursuant to the Nebraska Registered
11 Apprenticeship Act;

12 (18) Registration agency means the state agency that is responsible
13 for registering apprenticeship programs and apprentices, providing
14 technical assistance, and conducting reviews for compliance with federal
15 law;

16 (19) Related training instruction means an organized and systematic
17 form of instruction, other than on-the-job training, to which all of the
18 following apply:

19 (a) The instruction is designed to provide an apprentice with
20 knowledge of the subjects related to the apprentice's occupation; and

21 (b) The instruction is given in a classroom, through occupational or
22 industrial courses, through correspondence or online courses, or through
23 other forms of self-study; and

24 (20) Small apprenticeship program means an apprenticeship program
25 with three hundred fifty or fewer active apprentices.

26 **Sec. 3.** (1) The Nebraska Office of Registered Apprenticeship is
27 established within the department in accordance with 29 U.S.C. 50 and 29
28 C.F.R. part 29, as such section and regulations existed on January 1,
29 2026. The office shall be operated and managed by the commissioner or the
30 commissioner's designee.

31 (2) The office is established for all of the following purposes:

1 (a) To serve as the state apprenticeship agency as defined in 29
2 C.F.R. 29.2, as such regulation existed on January 1, 2026;

3 (b) To serve as the registration agency for this state;

4 (c) To establish standards of apprenticeship for quality pre-
5 apprenticeships, registered apprenticeships, and other apprenticeships;

6 (d) To establish requirements regarding the registration of quality
7 pre-apprenticeship programs, registered apprenticeship programs, and
8 other apprenticeship programs in the state when the sponsor of such
9 programs chooses to certify or register the programs with the office; and

10 (e) To resolve disputes between parties to an apprenticeship
11 agreement.

12 **Sec. 4.** (1) The Nebraska Office of Registered Apprenticeship shall
13 develop standards to create a nationally recognized state apprenticeship
14 completion credential in compliance with standards established in 29
15 C.F.R. 29.5, as such regulation existed on January 1, 2026, for
16 completing a registered apprenticeship program.

17 (2) The office shall approve or deny the registration of a
18 registered apprenticeship program, whether for a new program or expansion
19 of an existing apprenticeship program. The office shall provide an entity
20 whose registration is not approved with specific reasons for the
21 disapproval and an option for modifying the application for registration.

22 (3) The office shall establish competency-based, time-based, and
23 hybrid apprenticeship frameworks based on the regional and statewide
24 collection of valuable credentials and consistent with 29 C.F.R. 29.5(b)
25 (2), as such regulation existed on January 1, 2026.

26 (4) The office shall establish a plan to provide reciprocal
27 approval, for federal purposes, to apprentices, apprenticeship programs,
28 and standards that are registered in other states by the United States
29 Department of Labor, Office of Apprenticeship, or a registration agency,
30 if such reciprocity is requested by the apprenticeship sponsor.
31 Apprenticeship sponsors seeking reciprocal approval shall meet wage and

1 hour provisions and apprentice ratio standards of this state.

2 (5) The office may consider advice provided by the Nebraska
3 Apprenticeship Council when completing the office's duties as set forth
4 in this section.

5 (6) The office shall serve as the registration agency for quality
6 pre-apprenticeships, registered apprenticeships, and other
7 apprenticeships.

8 (7) The office shall develop a plan providing a procedure for the
9 cancellation or deregistration of programs and for temporary suspension,
10 cancellation, or deregistration of apprenticeship agreements.

11 (8) The office shall not require affiliation with a labor
12 organization, employer organization, or other limited-membership
13 organization as a criterion of an apprenticeship program. This subsection
14 does not prohibit labor organizations, employer organizations, and
15 limited-membership organizations from requiring membership to participate
16 in the apprenticeship training provided by the organization.