

ONE HUNDRED NINTH LEGISLATURE - FIRST SESSION - 2025
COMMITTEE STATEMENT
LB258

Hearing Date: Monday February 24, 2025
Committee On: Business and Labor
Introducer: Raybould
One Liner: Change provisions relating to the minimum wage under the Wage and Hour Act

Roll Call Vote - Final Committee Action:
Advanced to General File with amendment(s)

Vote Results:

Aye:	6	Senators Kauth, Hansen, Ibach, McKeon, Raybould, Sorrentino
Nay:	1	Senator McKinney
Absent:		
Present Not Voting:		

Testimony:

Proponents:

Senator Jane Raybould
Carter Thiele
Ansley Fellers

Derek Rusher

Michael Peterson
Brent Lindner

Ryan McIntosh

Representing:

Opening Presenter
Lincoln Independent Business Association (LIBA)
Nebraska Grocery Industry Association, Nebraska
Petroleum Marketers and Convenience Store
Association, Nebraska Retail Federation
Nebraska Chamber, Kearney Area Chamber of
Commerce
Fresh Seasons Market
President of the Nebraska Hospitality
Association/Founder of the Ohana Hospitality Group
Nebraska Bankers Association, National Federation
of Independent Business

Opponents:

Reed Heaton
Rene Carrillo
Guillermo Pena
Anahi Salazar
Erin Feichtinger
Brandon Brown
Diane Amdor
Spike Eickholt

Representing:

Self
Self
Nebraska Democrat Party Latinx (NDP)
Voices for Children in Nebraska
Women's Fund of Omaha
Nebraska Association of Public Employees (NAPE)
Nebraska Appleseed
American Civil Liberties Union (ACLU) of Nebraska

Neutral:

Representing:

* ADA Accommodation Written Testimony



Summary of purpose and/or changes:

LB 258 would amend Neb. Rev. Stat. § 48-1203 and 48-1203.01 of the Wage and Hour Act (“WHA”).

The Bill would change how the required annual increase to the minimum wage is determined. Right now, the rate is increased by the determined cost of living increase. The Bill would make the increase the lesser of the determined cost of living increase or one and one-half percent. This sets a ceiling for the annual increase to the minimum wage at one and a half percent of the previous year’s minimum wage.

The Bill would also allow youths who are fourteen and fifteen and not emancipated minors to be paid thirteen dollars and fifty cents per hour, with no annual increase in the rate. For youths who are sixteen and seventeen, are not seasonal or migrant workers, and are not emancipated minors, employers may pay them a training wage of thirteen dollars and fifty cents per hour through December 31, 2026. This rate will be increased to seventy-five percent of the current minimum wage after December 31, 2026. The employer may only pay the training wage to such an employee for the first ninety days of their employment.

Section-by-Section Summary:

Section 1: Amends § 48-1203 to have the minimum wage increase every year on January 1 after January 1, 2027, by one and one-half percent or the increase in the cost of living, whichever is lower. Additionally, youths aged fourteen and fifteen and who are not emancipated minors may be paid thirteen dollars and fifty cents per hour by their employers.

Section 2: Amends § 48-1203.01 to allow employers to pay employees who are sixteen and seventeen, are not seasonal or migrant workers, and are not emancipated minors, a training wage of thirteen dollars and fifty cents per hour through December 31, 2026, and seventy-five percent of the minimum wage after December 31, 2026. The employer may only pay the training wage to such an employee for the first ninety days of employment.

Section 3: Repeals the original sections being amended.

Explanation of amendments:

AM 272 would increase the youth minimum wage by one and a half percent every five years, with the first increase occurring on January 1, 2030. The training wage would increase by one and a half percent annually, beginning January 1, 2027. Additionally, the training wage would apply to youths aged sixteen, seventeen, eighteen, and nineteen.

Kathleen Kauth, Chairperson

