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SPEAKER WITHEM: Thank you, Senator Maurstad. Senator Bromm.

SENATOR BROMM: Thank you, Mr. Speaker, colleagues. Senator Hall, would you yield to a couple questions, please.

SENATOR HALL: Yes.

SENATOR BROMM: Senator Hall, I'm going to ask you a couple questions because I think that this bill takes us to a different philosophical level on employer-employee relationships, and I want to try to understand that. Even if we did pass this bill, is it not correct that in Nebraska if an employer doesn't like the way an employee fixes their hair, or the clothes they wear, they could still discharge them from their employment, is that correct?

SENATOR HALL: Sure, Nebraska is an at will state.

SENATOR BROMM: We're an at will state. In fact, if the employer didn't care for the fact that the employee got divorced, or the fact that the employee was maybe being unfaithful to their wife, which is no longer a violation of the law, they could fire them for that as well, is that correct?

SENATOR HALL: I believe they could, if that's the type of...

SENATOR BROMM: ...of employer they are.

SENATOR HALL: ...that trips the employer's trigger,...

SENATOR BROMM: That's right.

SENATOR HALL: ...I guess they could.

SENATOR BROMM: That's right. So what we're doing here is we're singling out one issue, and that's lawful products, and saying that if the employee uses lawful products and the employer uses that as a reason to fire them, that that gives rise to a civil rights action on the part of the employee. Is that somewhat accurate?

SENATOR HALL: No, and I'll explain either now or on my time.

SENATOR BROMM: Okay, I'll...you go ahead and explain it then