

TRANSCRIPT PREPARED BY THE CLERK OF THE LEGISLATURE  
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FLOOR DEBATE

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LB 10

Legislature, this bill was advanced by the Business and Labor Committee unanimously and I'd offer it to you this morning. We currently have a law that says you can't discriminate on the basis of sex in what you pay employees. However, the standard for that applies to companies that have 25 employees or more. Apparently, if you've got less than 25 employees it's okay to discriminate in this fashion. There are a number of laws on the books that affect one kind of unfair labor practice or form of discrimination or another, and they have different triggers. For example, age discrimination applies to employers 25 employees or larger. The Fair Employment Practice Act applies at 15 employees or larger. The alcohol and drug testing provisions in the benefit packages of employers applies at 6 employees or larger. Compliance with the wage and hour provisions of state law applies at 4 employees or larger. The child labor laws apply to all employees. And the non-English speaking rules that we passed several years ago at Senator Chambers' urging applies to employers of 100 employees or larger. What this bill does is to drop from 25 to 15 the number of employees that are necessary to have a business which would be covered by the antidiscrimination rule. Why 15? Out of all of the various objective standards that I could pick in existing law, the one that struck me the most salient was the Fair Employment Practice Act, which is 15 employees. Seems to me that treating genders alike with respect to wages is a fair employment practice, and for that reason I asked the Business and Labor Committee to report out a bill that dropped from 25 to 15 the number of employees in a business that would be covered by our antidiscrimination provisions with respect to payment for work and gender. I would ask for the advancement of LB 10.

SENATOR CUDABACK: Thank you, Senator Landis. You've heard the opening on advancement of LB 10. Open for discussion on that motion. Senator Landis, there are no lights on. He waives closing. The question before the body is, shall LB 10 advance to E & R Initial? All in favor vote aye; opposed, nay. The question before the body is advancement of LB 10 to E & R Initial. Have you all voted who care to? Record please, Mr. Clerk.

CLERK: 26 ayes, 0 nays, Mr. President, on the advancement of