

PREPARED BY: Scott Danigole
DATE PREPARED: February 19, 2025
PHONE: 402-471-0055

LB 477

Revision: 00

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)

	FY 2025-26		FY 2026-27	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 477 amends the Workplace Privacy Act.

Section 1 changes the definition of “Employer” in section 48-3502 to include a subcontractor and a customer of an employer. Employer does not include a passenger as defined in section 75-323.

Section 2 prohibits an employer from requiring an employee to utilize an application on an electronic communication device or wear an electronic communication device to track the employee’s location or travel patterns to confirm contacts with other employees. Certain exemptions are provided.

No fiscal impact.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 477	AM:	AGENCY/POLT. SUB: Nebraska Department of Labor	
REVIEWED BY: Ryan Yang		DATE: 2/20/2025	PHONE: (402) 471-4178
COMMENTS: Concur with the Nebraska Department of Labor assessment of no fiscal impact from LB 477.			

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 447	AM:	AGENCY/POLT. SUB: Department of Administrative Services (DAS) – State Personnel	
REVIEWED BY: Ryan Yang		DATE: 2/13/2025	PHONE: (402) 471-4178
COMMENTS: Concur with the DAS assessment of no fiscal impact to the agency from LB 447.			

Please complete ALL (5) blanks in the first three lines.

2025

LB⁽¹⁾ 477

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Department of Administrative Services (DAS) –State
Personnel

Prepared by: ⁽³⁾ Sean Davis Date Prepared: ⁽⁴⁾ 1/23/25 Phone: ⁽⁵⁾ 402-471-4439

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2025-26</u>		<u>FY 2026-27</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
REVOLVING FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	=====	=====

Explanation of Estimate:

LB 477 amends the Workplace Privacy Act to broaden the definition of employer, as well as prevents employers from requiring an employee to utilize applications or wear electronic devices to track location, travel patterns, or confirm contacts with other employees, except when an emergency is declared by the Governor. In the case of an emergency proclamation, devices can be used for contact tracing purposes only, and only on the employer's premises during employee work hours, and the data collected is not to be included in the employee's personnel files and is to be destroyed within forty-eight hours after the expiration of any tracing period.

Employers are not prohibited from tracking the location of property, and any data that associates an employee with property being tracked for travel patterns is to be stored by an independent third party and only accessible by warrant.

The Department of Administrative Services (DAS) does not require state employee to utilize applications or wear such devices as described in this bill. GPS systems are installed in state vehicles but are not prohibited by this bill.

LB 477 would have no fiscal impact to DAS.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2025-26</u>	<u>2026-27</u>
	<u>25-26</u>	<u>26-27</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....			_____	_____
Operating.....			_____	_____
Travel.....			_____	_____
Capital outlay.....			_____	_____
Aid.....			_____	_____
Capital improvements.....			_____	_____
TOTAL.....			_____	_____

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Labor

Prepared by: ⁽³⁾ Rea Easton

Date Prepared: ⁽⁴⁾ 1/22/2025

Phone: ⁽⁵⁾ 402-416-6809

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION				
	FY 2025-26		FY 2026-27	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Explanation of Estimate: There is no fiscal impact to the Nebraska Department of Labor for LB 477.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE				
Personal Services:				
POSITION TITLE	NUMBER OF POSITIONS		2025-26	2026-27
	25-26	26-27	EXPENDITURES	EXPENDITURES
Benefits.....				
Operating.....				
Travel.....				
Capital outlay.....				
Aid.....				
Capital improvements.....				
TOTAL.....				