

# BUSINESS AND LABOR COMMITTEE OF THE NEBRASKA LEGISLATURE

## SUMMARY OF 2025 LEGISLATION

### One Hundred Ninth Legislature First Session

#### Committee Members

Senator Kathleen Kauth, Chairperson, District 31

Senator Tony Sorrentino, Vice-Chairperson, District 39

    Senator Ben Hansen, District 16

    Senator Teresa Ibach, District 44

    Senator Dan McKeon, District 41

    Senator Terrell McKinney, District 11

    Senator Jane Raybould, District 28

#### Committee Staff

Thomas Joseph Helget, J.D. #26043, Legislative Counsel

Julie Condon, Committee Clerk

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## **LIST OF BUSINESS AND LABOR BILLS AND RESOLUTIONS**

**LB 45** (McKinney) Provide for grants for job programs for historically underserved youth  
**Held in Committee**

**LB 75** (Hunt) Change provisions of the Wage and Hour Act relating to tipped employees and provide for complaints, prohibited actions, and liquidated damages  
**Held in Committee**

**LB 94** (McKinney) Adopt the Digital Skills Empowerment Act and change the use of the Workforce Development Program Cash Fund  
**Held in Committee**

**LB 100** (Spivey) Adopt the Business Innovation and Startup Act  
**Held in Committee**

**LB 144** (Rountree) Change provisions relating to veterans preferences for employment  
**Bill Enacted**

**LB 189** (Cavanaugh, M.) Adopt the Paid Family and Medical Leave Insurance Act  
**Held in Committee**

**LB 197** (Storm) Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law  
**Bill Enacted**

**LB 229** (Hallstrom) Exclude marketplace network contractors working for market place network platforms from the Employment Security Law  
**Bill Enacted**

**LB 258** (Raybould) Change provisions relating to the minimum wage under the Wage and Hour Act

**Failed on Final Reading**

**LB 265** (Sorrentino) Eliminate certain funds, change provisions relating to the state unemployment insurance tax rate and the Workforce Development Program Cash Fund, and eliminate the Nebraska Worker Training Board

**Placed on Final Reading**

**LB 297** (Ibach) Change provisions relating to the combined tax rate under the Employment Security Law

**Bill Enacted**

**LB 299** (Juarez) Allow eligible aliens and dependents to receive public benefits relating to employment

**Placed on General File**

**LB 308** (Ibach) Adopt the Health Care Staffing Agency Registration Act

**Held in Committee**

**LB 313** (Ibach) Change provisions under the Nebraska Workers' Compensation Act relating to subrogation of third-party claims and the distribution of proceeds in the settlement of third-party claims

**Amended into LB 455, Placed on General File**

**LB 320** (Sanders) Require that hotels and similar public lodging establishments place posters relating to human trafficking in such establishments and provide for training on human trafficking to employees of such establishments

**Placed on General File**

**LB 336** (Conrad) Create the Task Force on Supported Employment

**Held in Committee**

**LB 353** (Lonowski) Allow public school employees to join or terminate membership in a labor organization

**Placed on General File**

**LB 361** (Conrad) Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act

**Held in Committee**

**LB 363** (Ibach) Adopt the Apprenticeship Grant Act  
**Held in Committee**

**LB 370** (Hunt) Change provisions of the Nebraska Student-Athlete Name, Image, or Likeness Rights Act  
**Held in Committee**

**LB 397** (Moser) Eliminate provisions relating to workplace safety committees and a workplace safety program and terminate a fund  
**Placed on General File, Pulled Back into Committee, then Amended into LB 532, Placed on General File**

**LB 400** (Wordekemper) Provide for compensation under the Nebraska Workers' Compensation Act for cancers experienced by firefighters  
**Placed on General File**

**LB 402** (von Gillern) Include collections relating to overpayment of unemployment benefits under the Employment Security Law as collectible under the Gambling Winnings Setoff for Outstanding Debt Act and change the statute of limitations for recovery of unemployment overpayment debt  
**Amended into LB 415, Bill Enacted**

**LB 415** (Ballard) Change provisions of the Nebraska Healthy Families and Workplaces Act  
**Bill Enacted**

**LB 423** (Armendariz) Eliminate a grant program relating to internships for job training  
**Held in Committee**

**LB 435** (Wordekemper) Change provisions of the Conveyance Safety Act  
**Amended into LB 415, Enacted**

**LB 455** (Hallstrom) Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act  
**Placed on General File**

**LB 456** (Hallstrom) Provide for a patient's waiver for the release of employee hospital and medical records under the Nebraska Workers' Compensation Act  
**Held in Committee**

**LB 477** (Fredrickson) Change provisions of the Workplace Privacy Act  
**Held in Committee**

**LB 522** (Guereca) Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act  
**Held in Committee**

**LB 532** (Kauth) Require employers to use E-Verify, prohibit knowingly hiring an unauthorized alien, and provide for discipline against employers' licenses  
**Placed on General File**

**LB 534** (Kauth) Provide for payment of claims against the state  
**Bill Enacted**

**LB 537** (Sorrentino) Provide requirements for workforce development grants under the Workforce Development Program Cash Fund  
**Held in Committee**

**LB 544** (Dover) Disqualify certain individuals from receiving benefits under the Employment Security Law  
**Amended into LB 532, Placed on General File**

**LB 573** (Guereca) Adopt the Meat and Poultry Workers and Contractors Protection Act  
**Held in Committee**

**LB 617** (Kauth) Change provisions of the Nebraska Workers' Compensation Act  
**Held in Committee**

**LB 618** (Kauth) Deny claims against the state  
**Held in Committee**

**LB 698** (Strommen) Change provisions of the Nebraska Healthy Families and Workplaces Act  
**Amended into LB 415, Bill Enacted**

## **BILL SUMMARIES: BILLS ENACTED**

**LB 144 (Rountree) Change provisions relating to veterans preferences for employment**

LB 144 expanded current hiring preferences for veterans to spouses of servicemembers and to the spouses of veterans who killed in action or died as a result of their military service. It also expanded the current veterans preference to not just hiring but to also include reassessments and transfers to new positions. Finally, it addressed issues on how to apply the preference if multiple veterans were applying for the same position.

**LB 197 (Storm) Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law**

LB 197 amended portions of the Employment Security Law to allow the Department of Labor to use automated systems to make expedited decisions on benefit eligibility when there were no factual disputes. Human adjudicators would still be used for appeals and cases where employers and employees disagreed on the facts. The law also changed criterions for reviews of determinations on benefits. Finally, it allows for consideration of all claims to be reviewed together if they arise out of the same labor dispute.

**LB 229 (Hallstrom) Exclude marketplace network contractors working for marketplace network platforms from the Employment Security Law**

LB 229 establishes that individuals using marketplace network platforms, often called ride-share programs like Uber and Lyft, are to be classified as independent contractors. As independent contractors, they are not considered employees for purposes of the Employment Security Law and are not eligible for benefits like unemployment.

**LB 265 (Sorrentino) Adopt the Manufacturing Modernization and Workforce Development Pilot Investment Act, transfer, change, and eliminate funds, change provisions relating to the state**

## **unemployment insurance tax rate, and eliminate the Nebraska Worker Training Board**

LB 265 dissolves the Nebraska Training and Support Cash Fund and the State Unemployment Insurance Trust Fund. It then moves the funds to the Workforce Development Program Cash Fund. The bill also terminates the Nebraska Worker Training Board. Finally, the bill declares an emergency and went into effect on July 1, 2025.

### **LB 297 (Ibach) Change provisions relating to the combined tax rate under the Employment Security Law**

LB 297 addresses the excessive surplus currently in the Unemployment Trust Fund and State Unemployment Insurance Trust Fund by reducing the tax rate collected from employers by the State of Nebraska. This will allow the Funds to remain healthy while reducing the burden on employers. The average combined tac rate for 2025 for rate category twelve would be reduced to 0.48. The bill was applied retroactively to January 1, 2025.

### **LB 415 (Ballard) Change provisions of the Nebraska Healthy Families and Workplaces Act**

LB 415 proposes to clarify the provisions of the Nebraska Healthy Families and Workplaces Act to further define "employ" as being permitted to work for an employer in an employment relationship. The Bill clarifies that an individual owner—operator and independent contractors are not employees for the Act. It also clarifies the definition of paid sick time. The Act provides that eligible hours would begin to accrue October 1, 2025. The Bill provides that an employee shall work eighty consecutive hours before paid sick time begins to accrue. Any hours of sick leave given to an employee after December 31, 2024, and before October 1, 2025, would be credited to what employers are required to provide pursuant to the Act. Employers who have paid leave policies that equal or exceed the Initiative do not have to offer any additional paid sick time nor are they required to allow an employee to gain benefits beyond such policies. Finally, the Bill clarifies that employers are not required to pay employees out for unused paid sick time when the employee leaves employment. If an employee is rehired within twelve months,

any accrued paid sick time that was not used or paid put shall be reinstated for the employee's use.

LB 402, LB 435, and LB 698 were amended into LB 415 as part of the Business and Labor's priority package.

LB 402:

The Bill amends the Gambling Winnings Setoff for Outstanding Debt Act to allow the DOL to collect overpayments of unemployment benefits on gambling winnings under the Employment Security Law. The Bill would allow the DOL to force individuals who received payment of unemployment benefits to pay back some or all of the amounts due to the individual's failure to report their gambling winnings. It also establishes that gambling winnings are earning under the Act.

LB 435:

The Bill would amend a number of provisions under the Conveyance Safety Act ("Act"). It requires the State Fire Marshal to allow for variances as well as allow equivalency requests regarding the rules and regulations for conveyances. The Bill updates the editions of many of the manuals used to determine if a particular equipment is a conveyance. It allows the state elevator inspector to be supervised by the State Fire Marshal or someone designated by the State Fire Marshal. Additionally, the Bill changes the requirements for an inspection under the Conveyance Safety Act. Formal inspections are no longer needed if an owner or user of a conveyance gets an insurance policy on the conveyance from a licensed insurance company, pays a fee, files a statement of insurance, and files a certificate of inspection with the State Fire Marshal. The Bill also loosens the requirements for obtaining an elevator mechanic license while establishing the requirements for obtaining an elevator contractor license.

LB 435 was amended into LB 415 and was passed into law.

LB 698:

The Bill created several exemptions from the Nebraska Healthy Families and Workplaces Act. Temporary or seasonal agricultural workers, employees younger than sixteen, and employers with less than eleven employees are now exempted. Small businesses are defined now as businesses having between eleven and nineteen workers. The Bill also removed the private cause of action rights for employees who wish to bring claims for violations of the Initiative. It prevents employees from filing suit in any court, prevents them from using the citation as evidence of a violation, and removes the statute of limitations for the private cause. LB 698 was amended into LB 415, which was enacted.

**LB 534 (Kauth) Provide for payment of claims against the state**

LB 534 is the annual bill to pay for claims against the State of Nebraska. This bill introduced claims against the State that are required by statute to be reviewed by the Legislature. The State Risk Manager submits tort and workers' compensation claims against the State and certain write-offs for the Legislature's review and the appropriation of funds. AM 1243 added additional claims that needed to be paid.

## **BILL SUMMARIES: FINAL READING**

**LB 258 (Raybould) Change provisions relating to the minimum wage under the Wage and Hour Act**

LB 258 changes how the annual increase minimum wage increases from a cost-of-living based increase to a determined percentage. The Bill increases the minimum wage of working youths aged fourteen and fifteen without a yearly increase. It also increases the training wages for youths that will also increase annually.

## **BILL SUMMARIES: GENERAL FILE**

**LB 299 (Juarez) Allow eligible aliens and dependents to receive public benefits relating to employment**

LB 299, introduced by Senator Ibach and sponsored by Senator Juarez as her priority bill when it was placed on General File, would allow eligible aliens and their dependents to receive public benefits and participate in retirement and deferred compensation plans. Employees and employers must maintain proper identification documentation that establish they are US citizens or are legally authorized to work in the United States. The retirement systems affected by this Bill are those created by the County Employees Retirement Act, the Judges Retirement Act, the School Employees Retirement Act, the Class V School Employees Retirement Fund, the State Patrol Retirement Act, and the State Employees Retirement Act.

**LB 320 (Sanders) Require that hotels and similar public lodging establishments place posters relating to human trafficking in such establishments and provide for training on human trafficking to employees of such establishments**

This bill would have the Department of Labor (“DOL”) and the task force put up the posters at hotels and other similar public lodging establishments. The DOL is to work with hotels and other similar public lodging establishments to establish such training and prevention policies for their employees, to include contact information with local law enforcement and the National Human Trafficking Resource Center Hotline. If a hotel or other similar public lodging establishment implements such training and policies, owners, operators, and employees of the establishment will not be liable for human trafficking committed by a third party at their establishment. Liability for human trafficking does remain if the owners, operator, or employees knowingly assist in the human trafficking.

**LB 353 (Lonowski) Allow public school employees to join or terminate membership in a labor organization**

Currently, labor organizations representing public school employees and employers can place restrictions upon when a public school employee can join or leave such an organization. The Bill would prevent the organization from being able to place these restrictions into any new or renewed membership contracts.

**LB 397 (Moser) Eliminate provisions relating to workplace safety committees and a workplace safety program and terminate a fund**

The Bill amends the Nebraska Workers' Compensation Act ("Act") to remove the requirement of employers subject to the Act to have a safety committee. The safety committees are helped and supported by the Workplace Safety Consultation Program Cash Fund ("Fund"). As the safety committee is no longer required, employers would no longer be required to have one to be considered in good faith and entitled to be covered by workers' compensation insurance pursuant to the Act. Additionally, the Fund would no longer have a purpose, so it is terminated. References to outdated notice requirements are removed. LB 397 was amended into LB 532.

**LB 400 (Wordekemper) Provide for compensation under the Nebraska Workers' Compensation Act for cancers experienced by firefighters**

The Bill lists a variety of known carcinogens that cause cancer in humans. If a firefighter is exposed to one of those carcinogens during the course of their employment and the type of cancers that typically are associated with exposure to those carcinogens result, the firefighter is entitled to benefits under NWCA. The Bill provides for a number of rebuttable presumptions, based upon the length of service and when a firefighter retires, that the cancer arose out and in the course of employment.

**LB 455 (Hallstrom) Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act**

This Bill would make the report of first injury confidential and not open to public inspection. It would limit who can get copies of the report to the employee, the employer, insurance companies of both and the employee, third-party administrators for those insurance plans,

and all the previous listed categories' attorneys and agents, as well as some other specific exceptions.

**LB 532** (Kauth) Require employers to use E-Verify, prohibit knowingly hiring an unauthorized alien, and provide for discipline against employers' licenses

The Bill would require private employers to utilize the E-Verify system when hiring employees or face civil penalties. The DOL is required to create a random auditing program to audit employers across the state of Nebraska to make sure they are not employing unauthorized aliens. To enforce the Bill, the DOL is given authority to enter businesses to question owners, employers, and employees as well as investigate business records to determine compliance with the Bill. The DOL is also required to establish a public website to assist compliance as well as maintain a public database of violations of the Bill. LB 397 and LB 544 were amended into LB 532 as a committee package.

## **BILL SUMMARIES: HELD IN COMMITTEE**

**LB 45** (McKinney) Provide for grants for job programs for historically underserved youth

The Bill would require the DOL is required to establish a five-year pilot grant program to provide services to such youth in a city of the metropolitan class, a city of the primary class, and two rural communities. The DOL would be then required to perform an evaluation and report on how the program performed. The DOL would then work to establish a state wide program. Both the pilot program and the state wide program would offer grants to meet the needs of such youth and report on placement rates in high-demand fields. To fund the program, twenty million dollars would appropriated annually.

**LB 75** (Hunt) Change provisions of the Wage and Hour Act relating to tipped employees and provide for complaints, prohibited actions, and liquidated damages

The Bill would require that employers ensure that employees paid through tips get paid at least the minimum wage for the number of hours they worked. This is accomplished by placing strict requirements on employers to maintain records that detail who each employee is, how much they worked, how much they were paid every pay period, and rate of pay. These records are to be made available to the DOL upon request. Employees would be allowed to make complaints that their employer is in violation and allow the DOL to investigate and prosecute employers.

**LB 94** (McKinney) Adopt the Digital Skills Empowerment Act and change the use of the Workforce Development Program Cash Fund

The Bill would create the Digital Skills Empowerment Act (“Act”). It would also amend Neb. Rev. Stat. § 81-407 to have DOL to administer grants under the Act be made from the Workplace Development Program Cash Fund. The Act would establish grants, administered by the DOL with the DED, to give to local education

institutions to establish digital skills trainings centers to provide residents of qualified census tracts with training. \$50 million would need to be appropriated annually.

**LB 100 (Spivey) Adopt the Business Innovation and Startup Act**

The Act would create the Office of Business, Entrepreneurship, and Innovation within the Department of Economic Development to create, strengthen, and support policies and programs to grow innovation and entrepreneurship in the Nebraska. The Office would work with stakeholders and organizations to support business that are based in Nebraska and have been in existence five years or less with dealings with state government. The Office shall also issue an annual report about what the office has done, legislation that has passed impacting entrepreneurship, and goals of the office for the next five years. The Act would eliminate business registration and license fees for Nebraska based businesses under five years old and have the state investment officer invest between one and five percent of the state investment in venture capital funds that would give such businesses dollar for dollar funds.

**LB 189 (Cavanaugh, M.) Adopt the Paid Family and Medical Leave Insurance Act**

The Bill creates the Paid Family and Medical Leave Insurance Act (“Act”). The Act is also funded by the creation of the Paid Family and Medical Leave Insurance Fund (“Fund”). The Act would allow employers, in conjunction with the Department of Labor (“DOL”), to offer family and medical benefits. These benefits would allow them to take paid leave in order to take care of themselves if they have a serious medical condition, take care of family members if they have serious medical conditions, if they recently acquired a child, are caring for a family member who also is a service member, and for other exigent leave. The Fund is funded by private donations, appropriations from the legislature, contributions from covered individuals, and donations by employers.

**LB 308 (Ibach) Adopt the Health Care Staffing Agency Registration Act**

The Bill creates the Health Care Staffing Agency Registration Act, and establishes an operative date. Administered by the Department of Labor, the Health Care Staffing Agency Registration Act would require all Health Care Staffing Agencies to register annually with the Department when operating in the state of Nebraska.

**LB 313 (Ibach) Change provisions under the Nebraska Workers' Compensation Act relating to subrogation of third-party claims and the distribution of proceeds in the settlement of third-party claims**

The Bill would allow workers' compensation insurers to step in for the employer in lawsuits and in recovery of money. The Bill also changes the requirements for a settlement of a third-party claim under the NWCA to be valid. If an employee or their representative or the employer or their insurer do not agree to a distribution of the proceeds of a judgement or settlement, the court will distribute the proceeds in a determined order. LB 313 was amended into LB 455, which is on General File.

**LB 336 (Conrad) Create the Task Force on Supported Employment**

The Boil would create the Task Force on Supported Employment ("Task Force"), which would study the barriers to and in employment for individuals with intellectual and developmental disabilities as well as expanding opportunities for them. It is then required to create an action plan with recommendations detailing barriers to getting jobs for those with disabilities, what they are capable of doing, how they could be added to the workforce, barriers for working more because of the way benefits are funded, and how those barriers can be removed.

**LB 361 (Conrad) Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act**

The Nebraska Fair Employment Practice Act prevents covered employers from hiring, firing, or discriminating against an individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex,

disability, marital status, or national origin. The Bill would expand the protection to include discrimination against individuals who reported work related injuries, brought claims, or sought remedies under the Nebraska Workers' Compensation Act. Plaintiffs would also have a right a jury trial.

**LB 370 (Hunt) Change provisions of the Nebraska Student-Athlete Name, Image, or Likeness Rights Act**

The Bill updates the Nebraska Student-Athlete Name, Image, or Likeness Rights Act to enumerate the rights of student athletes to enter agency agreements, enter into NIL contracts or agreements, hire professional representation for NIL deals, and be prohibited from entering into NIL deals for products, services, entities, or activities that their school deems to be inconsistent with the educational mission of the institution. The rights are further defined as property rights under Nebraska law. The Act allow colleges to assist student athletes in monetizing their NIL rights, enter into contracts to support NIL activities, offer education and training to student athletes about NIL rights and issues, and hire professional representation to take part in NIL deals they want to enter into. The Act establishes the rules for any athlete agent, an individual or entity empowered by the student athlete to do represent them in NIL deal.

**LB 402 (von Gillern) Include collections relating to overpayment of unemployment benefits under the Employment Security Law as collectible under the Gambling Winnings Setoff for Outstanding Debt Act and change the statute of limitations for recovery of unemployment overpayment debt**

The Bill amends the Gambling Winnings Setoff for Outstanding Debt Act to allow the DOL to collect overpayments of unemployment benefits on gambling winnings under the Employment Security Law. The Bill would allow the DOL to force individuals who received payment of unemployment benefits to pay back some or all of the amounts due to the individual's failure to report their gambling winnings. It also establishes that gambling winnings are earning under the Act. LB 402 was amended into LB 415 and was signed into law.

**LB 423 (Armendariz) Eliminate a grant program relating to internships for job training**

The Bill terminates the Intern Nebraska Cash Fund (“Fund”) and transfers any remaining funds to the General Fund by June 30, 2026. The budget administrator of the Department of Administrative services will be empowered to make at their discretion several transfers of funds to empty the Fund.

**LB 435 (Wordekemper) Change provisions of the Conveyance Safety Act**

The Bill would amend a number of provisions under the Conveyance Safety Act (“Act”). It requires the State Fire Marshal to allow for variances as well as allow equivalency requests regarding the rules and regulations for conveyances. The Bill updates the editions of many of the manuals used to determine if a particular equipment is a conveyance. It allows the state elevator inspector to be supervised by the State Fire Marshal or someone designated by the State Fire Marshal. Additionally, the Bill changes the requirements for an inspection under the Conveyance Safety Act. Formal inspections are no longer needed if an owner or user of a conveyance gets an insurance policy on the conveyance from a licensed insurance company, pays a fee, files a statement of insurance, and files a certificate of inspection with the State Fire Marshal. The Bill also loosens the requirements for obtaining an elevator mechanic license while establishing the requirements for obtaining an elevator contractor license.

LB 435 was amended into LB 415 and was passed into law.

**LB 456 (Hallstrom) Provide for a patient’s waiver for the release of employee hospital and medical records under the Nebraska Workers’ Compensation Act**

The Bill would allow employers, their insurance companies, and their risk management pools access to an employee’s medical records in order to properly investigate claims arising under the Nebraska Workers’ Compensation Act (“NWCA”). NWCA. This would only be allowed after the employee made a claim for workers’ compensation benefits. Employees would need to provide a patient’s

waiver to allow those entities to gain access to documents related to their treatment with any physician, psychologist, or other medical providers. If an employee fails to provide a waiver, the employer will not be considered delinquent for not paying medical payments within thirty days' notice. Finally, any medical provider releasing the information pursuant to the waiver is not civilly or criminally liable for the release of the information.

**LB 477 (Fredrickson) Change provisions of the Workplace Privacy Act**

The Bill amends and expands the Workplace Privacy Act to prevent employers from tracking employees locations, travel patterns, and if they are interacting with their fellow employees. The Bill also prevents employers from penalizing employees or refusing to hire new employees for refusing to be tracked. The Bill is designed to prevent employers from penalizing, docking, and reprimanding employees for taking less than optimal routes or making judgments calls while working or spending too much time with other employees. Finally, the Bill makes exceptions to allow employers to track the employer's property and monitor its use for productivity and other job metrics.

**LB 522 (Guereca) Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act**

The Bill would begin disability payments on the fourth after disability. The first three days would never be paid out unless the disability lasts more than two weeks. Currently, there are no cost-of-living adjustments ("COLA") to weekly income benefits for both employees and their spouses, children, or other dependents, if the employee is now deceased. The Bill would allow COLA to be added to weekly income benefits that last longer than twelve months. They would be adjusted once a year, on the date that is twelve months from either the start of their benefits or since their last adjustment. The COLA percentage would be adjusted annually. Finally, all weekly income benefits adjusted by COLA shall not be increased to be higher than the maximum weekly income benefit as the current maximum exists at the time the benefits would be adjusted.

**LB 537 (Sorrentino) Provide requirements for workforce development grants under the Workforce Development Program Cash Fund**

The Bill requires the DOL to award workforce development grants evenly between the three congressional districts with funds from the Workforce Development Program Cash Fund (“Fund”). The grants are only supposed to be used for developing job skills, money management, job preparation, and job placement. To be eligible to receive a grant, applicants must demonstrate they can obtain one-to-one matching private funds. Grant recipients are required to report to the DOL regarding job placement and self-sufficiency of those served by the funds. Finally, the Bill would require the Legislature to transfer one million five hundred thousand dollars from the General Fund to the Fund for fiscal year 2025-26 to fund the grants.

**LB 544 (Dover) Disqualify certain individuals from receiving benefits under the Employment Security Law**

LB 544 requires that individuals who are receiving unemployment benefits to respond to job offers and to show up to job interviews. If they fail to respond to job offers or interviews within one week or fail to show up to an interview without notifying the possible employer of their need to cancel or reschedule, the individuals will lose unemployment benefits for the week. The Bill adds clarification about how a job interview or job offer can be communicated between the individual and the potential employer. The DOL may consider this evidence as part of its investigation into and verification of any information submitted by employers. This investigation is required before denying an individual unemployment benefits for the week. LB 544 was amended into LB 532 and placed on General File.

**LB 573 (Guereca) Adopt the Meat and Poultry Workers and Contractors Protection Act**

The Bill requires industrial operators to create disaster mitigation plans and turn them into the DOL. The DOL is also empowered to investigate violations and enforce civil penalties of up to fifteen thousand dollars for violations. They are also empowered to require operators to inform employees about their labor negotiation and union rights and to also enforce violations of those rights as well as

cooperating with the DOL. Finally, the DOL is to create a Workers and Contractors Task Force to meet, assess, and report to the DOL regarding the implementation of the Bill as well as suggest ways to improve it. The Bill allows workers and growers to file lawsuits against operators and recover lost compensation, liquidated damages, attorney's fees, and costs of the action. They may file on behalf of themselves or others similarly situated. Workers, growers, and contractors cannot be discriminated or retaliated by operators for filing a complaint or requesting an investigation or testifying as part of any proceeding against an operator.

**LB 617 (Kauth) Change provisions of the Nebraska Workers' Compensation Act**

The Bill provided clean up language to the Nebraska Workers' Compensation Act.

**LB 618 (Kauth) Deny claims against the state**

For those claims filed against the state that are denied by the state claims board, such claims may be appealed to the legislature. No claims were denied and appealed in 2025.

**LB 698 (Strommen) Change provisions of the Nebraska Healthy Families and Workplaces Act**

The Bill created several exemptions from the Nebraska Healthy Families and Workplaces Act. Temporary or seasonal agricultural workers, employees younger than sixteen, and employers with less than eleven employees are now exempted. Small businesses are defined now as businesses having between eleven and nineteen workers. The Bill also removed the private cause of action rights for employees who wish to bring claims for violations of the Initiative. It prevents employees from filing suit in any court, prevents them from using the citation as evidence of a violation, and removes the statute of limitations for the private cause. LB 698 was amended into LB 415, which was enacted.

## **INTERIM STUDIES**

**LR 211 (Prokop) Interim study to examine the InternNE program**

**LB 229 (Clouse) Interim study to examine the Firefighter Cancer Benefits Act and potential changes to the act that would not include an unfunded mandate and would better serve the needs of Nebraska's paid and volunteer firefighters**

**LR 281 (Business and Labor Committee) Interim study to review occupational regulations for elevator mechanics and elevator contractors**

A report was generated for LR 281 pursuant to the Occupational Board Reform Act.

<b>Document</b>	<b>Primary Introducer</b>	<b>Status</b>	<b>Description</b>
<a href="#"><u>LB45</u></a>	<a href="#"><u>McKinney</u></a>	Referral	Provide for grants for job programs for historically underserved youth
<a href="#"><u>LB75</u></a>	<a href="#"><u>Hunt</u></a>	Referral	Change provisions of the Wage and Hour Act relating to tipped employees and provide for complaints, prohibited actions, and liquidated damages
<a href="#"><u>LB94</u></a>	<a href="#"><u>McKinney</u></a>	Referral	Adopt the Digital Skills Empowerment Act and change the use of the Workforce Development Program Cash Fund
<a href="#"><u>LB100</u></a>	<a href="#"><u>Spivey</u></a>	Referral	Adopt the Business Innovation and Startup Act
<a href="#"><u>LB144</u></a>	<a href="#"><u>Rountree</u></a>	Passed	Change provisions relating to veterans preferences for employment
<a href="#"><u>LB189</u></a>	<a href="#"><u>Cavanaugh, M.</u></a>	Referral	Adopt the Paid Family and Medical Leave Insurance Act
<a href="#"><u>LB197</u></a>	<a href="#"><u>Storm</u></a>	Passed	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law
<a href="#"><u>LB229</u></a>	<a href="#"><u>Hallstrom</u></a>	Passed	Exclude marketplace network contractors working for marketplace network platforms from the Employment Security Law
<a href="#"><u>LB258</u></a>	<a href="#"><u>Raybould</u></a>	Final Reading	Change provisions relating to the minimum wage under the Wage and Hour Act
<a href="#"><u>LB265</u></a>	<a href="#"><u>Sorrentino</u></a>	Passed	Adopt the Manufacturing Modernization and Workforce Development Pilot Investment Act, transfer, change, and eliminate funds, change provisions relating to the state unemployment insurance tax rate, and eliminate the Nebraska Worker Training Board
<a href="#"><u>LB297</u></a>	<a href="#"><u>Ibach</u></a>	Passed	Change provisions relating to the combined tax rate under the Employment Security Law
<a href="#"><u>LB299</u></a>	<a href="#"><u>Juarez</u></a>	General File	Allow eligible aliens and dependents to receive public benefits relating to employment
<a href="#"><u>LB308</u></a>	<a href="#"><u>Ibach</u></a>	Referral	Adopt the Health Care Staffing Agency Registration Act
<a href="#"><u>LB313</u></a>	<a href="#"><u>Ibach</u></a>	Referral	Change provisions under the Nebraska Workers' Compensation Act relating to subrogation of third-party claims and the distribution of proceeds in the settlement of third-party claims
<a href="#"><u>LB320</u></a>	<a href="#"><u>Sanders</u></a>	General File	Require that hotels and similar public lodging establishments place posters relating to human trafficking in such establishments and provide for training on human trafficking to employees of such establishments
<a href="#"><u>LB336</u></a>	<a href="#"><u>Conrad</u></a>	Referral	Create the Task Force on Supported Employment

<b>Document</b>	<b>Primary Introducer</b>	<b>Status</b>	<b>Description</b>
<a href="#">LB353</a>	<a href="#">Lonowski</a>	General File	Allow public school employees to join or terminate membership in a labor organization
<a href="#">LB361</a>	<a href="#">Conrad</a>	Referral	Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act
<a href="#">LB363</a>	<a href="#">Ibach</a>	Referral	Adopt the Apprenticeship Grant Act
<a href="#">LB370</a>	<a href="#">Hunt</a>	Referral	Change provisions of the Nebraska Student-Athlete Name, Image, or Likeness Rights Act
<a href="#">LB397</a>	<a href="#">Moser</a>	General File	Eliminate provisions relating to workplace safety committees and a workplace safety program and terminate a fund
<a href="#">LB400</a>	<a href="#">Wordekemper</a>	General File	Provide for compensation under the Nebraska Workers' Compensation Act for cancers experienced by firefighters
<a href="#">LB402</a>	<a href="#">von Gillern</a>	Referral	Include collections relating to overpayment of unemployment benefits under the Employment Security Law as collectible under the Gambling Winnings Setoff for Outstanding Debt Act and change the statute of limitations for recovery of unemployment overpayment debt
<a href="#">LB415</a>	<a href="#">Ballard</a>	Passed	Change provisions of the Nebraska Healthy Families and Workplaces Act and the Conveyance Safety Act and provide for offset of debt owed due to the overpayment of unemployment benefits under the Employment Security Law against gambling winnings under the Gambling Winnings Setoff for Outstanding Debt Act and against future benefits under the Employment Security Law
<a href="#">LB423</a>	<a href="#">Armendariz</a>	Referral	Eliminate a grant program relating to internships for job training
<a href="#">LB435</a>	<a href="#">Wordekemper</a>	Referral	Change provisions of the Conveyance Safety Act
<a href="#">LB455</a>	<a href="#">Hallstrom</a>	General File	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act
<a href="#">LB456</a>	<a href="#">Hallstrom</a>	Referral	Provide for a patient's waiver for the release of employee hospital and medical records under the Nebraska Workers' Compensation Act
<a href="#">LB477</a>	<a href="#">Fredrickson</a>	Referral	Change provisions of the Workplace Privacy Act
<a href="#">LB522</a>	<a href="#">Guereca</a>	Referral	Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act

<b>Document</b>	<b>Primary Introducer</b>	<b>Status</b>	<b>Description</b>
<a href="#"><u>LB532</u></a>	<a href="#"><u>Kauth</u></a>	General File	Require employers to use E-Verify, prohibit knowingly hiring an unauthorized alien, and provide for discipline against employers' licenses
<a href="#"><u>LB534</u></a>	<a href="#"><u>Kauth</u></a>	Passed	Provide for payment of claims against the state
<a href="#"><u>LB537</u></a>	<a href="#"><u>Sorrentino</u></a>	Referral	Provide requirements for workforce development grants under the Workforce Development Program Cash Fund
<a href="#"><u>LB544</u></a>	<a href="#"><u>Dover</u></a>	Referral	Disqualify certain individuals from receiving benefits under the Employment Security Law
<a href="#"><u>LB573</u></a>	<a href="#"><u>Guereca</u></a>	Referral	Adopt the Meat and Poultry Workers and Contractors Protection Act
<a href="#"><u>LB617</u></a>	<a href="#"><u>Kauth</u></a>	Referral	Change provisions of the Nebraska Workers' Compensation Act
<a href="#"><u>LB618</u></a>	<a href="#"><u>Kauth</u></a>	Referral	Deny claims against the state
<a href="#"><u>LB698</u></a>	<a href="#"><u>Strommen</u></a>	Referral	Change provisions of the Nebraska Healthy Families and Workplaces Act
<a href="#"><u>LR211</u></a>	<a href="#"><u>Prokop</u></a>	Referral	Interim study to examine the InternNE program
<a href="#"><u>LR229</u></a>	<a href="#"><u>Clouse</u></a>	Referral	Interim study to examine the Firefighter Cancer Benefits Act and potential changes to the act that would not include an unfunded mandate and would better serve the needs of Nebraska's paid and volunteer firefighters
<a href="#"><u>LR281</u></a>	<a href="#"><u>Business and Labor Committee</u></a>	Referral	Interim study to review occupational regulations for elevator mechanics and elevator contractors