Nebraska State Postings

Always Designing for People®

NEBRASKA

STATE OF NEBRASKA • EQUAL OPPORTUNITY COMMISSION

Notice to Job Applicants, Employees, Employers, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public:

DISCRIMINATION IN

• EMPLOYMENT • HOUSING • PUBLIC ACCOMMODATIONS • IS PROHIBITED BY STATE LAW

Unlawful Employment Practices

It is illegal for an employer to discriminate because of **Race, Color, Sex, Pregnancy, National Origin, Religion, Marital Status, Disability** and **Age (40+ years old).** Unlawful employment practices can include discrimination in areas such as *Hiring, Promotions, Transfers, Lay-offs, Discipline, Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, Reasonable Accommodation, or Harassment.* The Nebraska Equal Opportunity Commission is authorized to investigate allegations of discrimination under the Fair Employment Practice Act, which covers employers with 15 or more employees, the Equal Pay Act of Nebraska, which covers employers with 2 or more employees; and the Act Prohibiting Unjust Discrimination in Employment Because of Age, which covers employers with 20 or more employees. Labor Organizations, Employment Agencies, Apprenticeship and Training Programs are all covered by the law.

Authority: Sections 48-1001 through 48-1009; Sections 48-1101 through 48-1125; Sections 48-1219 through 1227, R.R.S. Nebraska, 1943.

Housing Discrimination and Public Accommodations

The Nebraska Fair Housing Act prohibits *unlawful housing practices* which includes discrimination because of **Race, Color, Religion, National Origin, Sex, Disability** and **Familial Status** in *Purchases, Sales, Rentals, Loans, Publishing, Representation, Inquiry, Listings, Discharge,* or *Demotion of Agents or Employees* in obedience to the law, blockbusting and other such actions.

Authority: Sections 20-301 through 20-344, R.R.S. Nebraska, 1943.

The Nebraska Civil Rights Act of 1969-*Public Accommodation* prohibits discrimination because of **Race, Color, Religion, Sex, National Origin, Ancestry, Disability,** or **Familial Status,** in *Services, Privileges, Facilities, Advantages and Accommodations by all Public Places* and *Businesses* offering the same. Private establishments, etc. must meet the exceptions as set out in the law.

Authority: Sections 20-132 through 20-143, R.R.S. Nebraska, 1943.

Protection From Retaliation

The Laws enforced by the Nebraska Equal Opportunity Commission prohibit an employer, landlord, or others subject to the laws from engaging in any form of retaliation because you have filed a charge of discrimination, opposed a practice made illegal by these laws, or acted as a witness in any investigation, proceeding, or hearing conducted by the Commission. In addition, the Fair Employment Practice Act makes it illegal for an employer to engage in any retaliation because a person has opposed any illegal practice or refused to carry out any action that is illegal under the laws of the State of Nebraska or the United States, or inquired about, discussed, or disclosed information regarding employee wages, benefits, or other compensation.

- COMPLAINTS: The Nebraska EOC will investigate every complaint in an impartial manner, without cost to you and without publicity. If there is reasonable cause to believe that the law was violated, the Nebraska EOC will hold a conciliation conference. In case of failure to settle or resolve a charge by conference, mediation, conciliation, arbitration or persuasion, a public hearing or litigation may occur.
- EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LENDERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC: You may call on the Nebraska EOC for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, aid in educational programming.

For Information or Assistance, Contact the NEOC At:

Main Office
Equal Opportunity Commission
1526 K Street, Suite 310
Lincoln, Nebraska 68508
Telephone (402) 471-2024
1-800-642-6112
www.neoc.nebraska.gov

Branch Office
Panhandle Office Complex
505A Broadway, Suite 600
Scottsbluff, Nebraska 69361-3515
Telephone (308) 632-1340
1-800-830-9633

Branch Office
1313 Farnam Street, Suite 318
Omaha, Nebraska 68102-1836
Telephone (402) 595-2028
1-800-382-7820

- THIS NOTICE MUST BE POSTED in conspicuous, well-lighted places -- e.g., hiring offices, employee bulletin boards, employment agency waiting rooms, union hall -- which are frequented by employees, job seekers, or applicants for union membership. Firms and organizations that have more than one such office, plant or posting place, should request extra copies of this notice. For information on exceptions write to Nebraska EOC. This document satisfies the requirements for posting pursuant to the laws administered by the NEOC.

THIS COMMISSION INVESTIGATES UNLAWFUL DISCRIMINATION COMPLAINTS FILED ANYWHERE IN THE STATE OF NEBRASKA AT NO COST TO THE PERSON MAKING THE COMPLAINT

Minimum Wage in Nebraska

Effective Date	Minimum Hourly Wage Rate
January 1, 2016	**$9.00**
January 1, 2023	**$10.50**
January 1, 2024	**$12.00**
January 1, 2025	**$13.50**
January 1, 2026	**$15.00**

Beginning January 1, 2027, the minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above.

- In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal or exceed the current minimum wage. The hourly wage amount paid to the employee shall be at least $2.13 per hour and the employer is responsible for making up the difference between the actual hourly wage and gratuities paid to the employee and the current minimum wage.
- Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least 75% of the minimum wage rate.
- An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least 75% of the federal minimum wage for 90 days from the date the new employee was hired, subject to the terms and conditions described in Neb. Rev. Stat. §48-1203.01.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

1. Employ shall include to permit to work;
2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the state, or any political subdivision thereof;

   Employee shall include any individual employed by any employer but shall not include:

   a. Any individual employed in agriculture;

   b. Any individual employed as a baby-sitter in or about a private home;

   c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor;

   d. Any individual employed by the United States or by the state or any political subdivision thereof;

   e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;

   f. Apprentices and learners otherwise provided by law;

   g. Veterans in training under supervision of the United States Department of Veterans Affairs;

   h. A child in the employment of his or her parent or a parent in the employment of his or her child; or

   i. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being;
3. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States Department of Labor; and
4. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

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DEPARTMENT OF LABOR

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor

PHONE 402-471-2239

Updated: 11/22/2022

PAID SICK TIME NEBRASKA

NEBRASKA HEALTHY FAMILIES & WORKPLACES ACT
EFFECTIVE DATE: OCTOBER 1, 2025

BEGINNING OCTOBER 1, 2025, EMPLOYEES ARE ENTITLED TO PAID SICK TIME.

SICK TIME ACCRUAL

Employees begin accruing paid sick time after 80 hours of consecutive employment, at which point employees then accrue a minimum of one hour for every 30 hours worked, subject to the following limitations:

- Employees whose employers have 11-19 employees earn 40 hours of paid sick time in a year.
- Employees whose employers have 20 or more employees earn 56 hours of paid sick time in a year.

Employers are permitted to select higher limits of accrual and use.

USE OF SICK TIME

Employees may use accrued paid sick time for the following reasons:

- The employee's illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.
- Care of the employee's family member(s) for illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.
- Meetings at school or a care provider's location related to the employee's child's illness, injury, or health condition.
- Closure of the Employee's business or to care for a child due to closure of school or place of care by order of public official due to public health emergency.
- The employee's need to self-isolate or care for a family member that needs to isolate due to a communicable disease as determined by a health authority or a health care professional.

RETALIATION PROHIBITED

Retaliatory personnel action against employees who request or use paid sick time is prohibited.

RIGHTS

Each employee has the right to file a suit or complaint if paid sick time as required by the Act is denied by the employer or the employee is subjected to retaliatory personnel action for requesting or taking paid sick time.

Questions about rights and responsibilities under the Act may be directed to the Labor Standards Division.

Nebraska Dept. of Labor - Labor Standards Division
dol.nebraska.gov • Email: NDOL.Laborstdrdsinquiries@nebraska.gov • Phone: 402-471-2239

NEBRASKA
DEPARTMENT OF LABOR

Equal Opportunity Program/Employer • TDD: 800-833-7352
Auxiliary aids and services are available upon request to individuals with disabilities.

Published: 07/2025

UNEMPLOYMENT INSURANCE: ADVISEMENT OF BENEFIT RIGHTS

TITLE 219 - DEPARTMENT OF LABOR: CHAPTER 2 - CLAIMS FOR BENEFITS

To file a claim for unemployment benefits, go to **NEworks.nebraska.gov.**

001. This chapter is adopted pursuant to Neb. Rev. Stat. §§48- 626, 48-627, 48-629, and 48-607.

002. **A.** All claims shall be filed online through the Nebraska Department of Labor Claims Center's online web application available at www.dol.nebraska.gov unless a special accommodation is required or no reasonable access to an office maintained by the Department of Labor is available. Conditions requiring a special accommodation shall include, but not be limited to, language barriers and physical and mental handicaps. If a special accommodation is required, claimants may file an application for benefits through the Nebraska Department of Labor Claims Center. The individual shall provide such information as required on the application. Each application shall be signed or attested to. An application may be signed by electronic signature or handwritten on a form prescribed by the Commissioner.

B. When filing a new initial claim, re-opening an existing claim, or filing a subsequent claim for unemployment benefits a claimant shall be required to register for work and create an active, online and searchable resume in the Nebraska Department of Labor's web application for Reemployment services in accordance with 219 NAC 4.

C. The initial application for benefits shall be effective Sunday of the week in which the applicant files an application with the Department. The Commissioner, for good cause, may establish a different effective date.

D. A week shall be deemed to be in, within, or during that benefit year which includes the greater part of such week.

003. **A.** A separate claim for benefits shall be made for each week of unemployment by a method of claiming prescribed by the Commissioner.

B. An individual shall be ineligible for benefits for any week for which the individual fails to demonstrate that the individual engaged in an active and earnest search for work as required under 219 NAC 4.

C. An electronic media claim transaction shall be completed by the claimant and received by the Department by the Saturday following the most recent week ending date. The failure of a claimant to timely complete an electronic media transaction shall be the basis for a denial of that week's benefits unless good cause for the late transaction can be shown. Any intervening weeks until the week in which the transaction was completed and received by the Department shall also be denied, regardless of cause.

D. A claim for benefits shall be filed for waiting week credit even though benefits are not payable for that week.

E. A claim for benefits shall be filed for each week of eligibility during the time an applicant is awaiting the results of an appeal hearing if the applicant intends to claim benefits during that time period.

004. The Department may direct a claimant to contact one of its offices to meet eligibility or other reporting requirements, or to provide other information as needed in the administration of Nebraska Employment Security Law. Unless good cause is shown, failure to contact the office as directed may result in the denial of benefits beginning with the week the claimant was scheduled to report and ending the Saturday prior to the week in which he/she reports to the Department.

005. In the event that wage information cannot be obtained from an employer, the Department may request that such information be provided by the claimant. The claimant may be required to provide payroll check stubs, W-2's, or other reliable information corroborating the amount of wages stated by the claimant. A failure by the claimant to comply with such a request by the due date on the form shall cause the claim to be processed without the requested wages and may result in a denial of benefits until the week in which the information regarding requested wages is received by the Department.

006. In the event of a major disaster declared by both the Governor of the State of Nebraska and the President, the Commissioner may permit backdating of the effective date of unemployment insurance claims to agree with the effective date of the federal disaster period.

007. Each worker engaged in employment covered by the Nebraska Employment Security Law, including service covered by election of an employer, shall procure a federal social security account number and furnish that number to every employer for whom that worker performs covered employment.

008. Weeks of disqualification assessed and reductions in benefits determined pursuant to the Nebraska Employment Security Law, Neb. Rev. Stat. §§48-601 to 48-683, shall be determined in accordance with the number of weeks of disqualification in effect on the applicable date of the most recently filed initial, transitional or additional claim.

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Updated: 11/22/2022

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U. S. Dept. of Labor Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor; where Federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

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NEBRASKA

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Employers:
For additional information on our services, speak to your local sales associate or visit us at:
www.adp.com

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