

LEGISLATURE OF NEBRASKA
ONE HUNDRED EIGHTH LEGISLATURE
SECOND SESSION

LEGISLATIVE BILL 1213

Introduced by Walz, 15.

Read first time January 16, 2024

Committee:

- 1 A BILL FOR AN ACT relating to labor; to require employers to provide
- 2 twenty hours of paid leave for attendance at school-related
- 3 activities of employees' family members; and to define terms.
- 4 Be it enacted by the people of the State of Nebraska,

1 Section 1. (1) For purposes of this section:

2 (a)(i) Employer means a person engaged in an industry who has
3 fifteen or more employees for each working day in each of twenty or more
4 calendar weeks in the current or preceding calendar year, any agent of
5 such a person, and any party whose business is financed in whole or in
6 part under the Nebraska Investment Finance Authority Act regardless of
7 the number of employees and shall include the State of Nebraska,
8 governmental agencies, and political subdivisions.

9 (ii) Employer does not include (A) the United States, a corporation
10 wholly owned by the government of the United States, or an Indian tribe
11 or (B) a bona fide private membership club, other than a labor
12 organization, which is exempt from taxation under section 501(c) of the
13 Internal Revenue Code;

14 (b) Family member means and includes a biological, adopted, or
15 foster child, a stepchild, or a legal ward of an employee or the
16 employee's spouse or a person to whom the employee or the employee's
17 spouse stood in loco parentis when such person was a minor child,
18 regardless of the age or dependency status of such child, stepchild,
19 legal ward, or person;

20 (c) Labor organization has the same meaning as in section 48-1102;

21 (d) School means a public, private, denominational, or parochial
22 school which meets the requirements for accreditation or approval
23 prescribed in Chapter 79; and

24 (e) School activities leave means leave taken by an employee for
25 school-related activities of a family member, including, but not limited
26 to, parent-teacher conferences, disciplinary meetings or proceedings,
27 extracurricular or athletic competitions or events, volunteer activities,
28 and orientation programs.

29 (2) An employer shall grant each employee a minimum of twenty hours
30 of paid school activities leave in each calendar year.