

AMENDMENTS TO LB961

(Amendments to E & R amendments, ER232)

Introduced by Mello

1           1. Strike original section 5 and insert the following  
2 sections:

3           Sec. 3. Section 45-1201, Reissue Revised Statutes of  
4 Nebraska, is amended to read:

5           45-1201 Sections 45-1201 to 45-1210 and section 7 of this  
6 act shall be known and may be cited as the Nebraska Construction  
7 Prompt Pay Act.

8           Sec. 4. Section 45-1202, Reissue Revised Statutes of  
9 Nebraska, is amended to read:

10          45-1202 For purposes of the Nebraska Construction Prompt  
11 Pay Act:

12          (1) Contractor includes individuals, firms, partnerships,  
13 limited liability companies, corporations, or other associations of  
14 persons engaged in the business of the construction, alteration,  
15 repairing, dismantling, or demolition of buildings, roads, bridges,  
16 viaducts, sewers, water and gas mains, streets, disposal plants,  
17 water filters, tanks and towers, airports, dams, levees and canals,  
18 water wells, pipelines, transmission and power lines, and every  
19 other type of structure, project, development, or improvement  
20 coming within the definition of real property and personal  
21 property, including such construction, repairing, or alteration  
22 of such property to be held either for sale or rental. Contractor

1 also includes any subcontractor engaged in the business of such  
2 activities and any person who is providing or arranging for labor  
3 for such activities, either as an employee or as an independent  
4 contractor, for any contractor or person. Contractor does not  
5 include an individual or an entity performing work on a contract  
6 for the State of Nebraska or performing work on a federal-aid  
7 or state-aid project of a political subdivision in which the  
8 state makes payments to the contractor on behalf of the political  
9 subdivision;

10 (2) Owner means a person (a) who has an interest in any  
11 real property improved, (b) for whom an improvement is made, or  
12 (c) who contracted for an improvement to be made. Owner includes  
13 a person, an entity, or any political subdivision of this state.  
14 Owner does not include the State of Nebraska;

15 (3) Owner's representative means an architect, an  
16 engineer, or a construction manager in charge of a project for  
17 the owner or such other contract representative or officer as  
18 designated in the contract document as the party representing the  
19 owner's interest regarding administration and oversight of the  
20 project;

21 (4) Real property means real estate that is improved,  
22 including private and public land, and leaseholds, tenements, and  
23 improvements placed on the real property;

24 (5) Receipt means actual receipt of cash or funds by the  
25 contractor or subcontractor; and

26 (6) Subcontractor means a person or an entity that has  
27 contracted to furnish labor or materials to, or performed labor or

1 supplied materials for, a contractor or another subcontractor in  
2 connection with a contract to improve real property. Subcontractor  
3 includes materialmen and suppliers. Subcontractor does not include  
4 an individual or an entity performing work as a subcontractor  
5 on a contract for the State of Nebraska or performing work on  
6 a federal-aid or state-aid project of a political subdivision in  
7 which the state makes payments to the contractor on behalf of the  
8 political subdivision; and-

9           (7) Substantially complete means the stage of a  
10 construction project when the project, or a designated portion  
11 thereof, is sufficiently complete in accordance with the contract  
12 so that the owner can occupy or utilize the project for its  
13 intended use.

14           Sec. 5. Section 45-1203, Reissue Revised Statutes of  
15 Nebraska, is amended to read:

16           45-1203 (1) When a contractor has performed work in  
17 accordance with the provisions of a contract with an owner, the  
18 owner shall pay the contractor within thirty days after receipt by  
19 the owner or the owner's representative of a payment request made  
20 pursuant to the contract.

21           (2) When a subcontractor has performed work in accordance  
22 with the provisions of a subcontract and all conditions precedent  
23 to payment contained in the subcontract have been satisfied, the  
24 contractor shall pay the subcontractor and the subcontractor shall  
25 pay his, her, or its subcontractor, within ten days after receipt  
26 by the contractor or subcontractor of each periodic or final  
27 payment, the full amount received for the subcontractor's work

1 and materials based on work completed or service provided under  
2 the subcontract for which the subcontractor has properly requested  
3 payment, if the subcontractor provides or has provided satisfactory  
4 and reasonable assurances of continued performance and financial  
5 responsibility to complete the work.

6 (3) The owner or the owner's representative shall release  
7 and pay all retainage for work completed in accordance with  
8 the provisions of the contract within forty-five days after  
9 the project, or a designated portion thereof, is substantially  
10 complete. When a subcontractor has performed work in accordance  
11 with the provisions of a subcontract and all conditions precedent  
12 to payment contained in the subcontract have been satisfied, the  
13 contractor shall pay all retainage due such subcontractor within  
14 ten days after receipt of the retainage.

15 Sec. 6. Section 45-1204, Reissue Revised Statutes of  
16 Nebraska, is amended to read:

17 45-1204 When work has been performed pursuant to a  
18 contract, a party an owner, a contractor, or a subcontractor may  
19 only withhold payment:

20 ~~(1) For retainage, in an amount not to exceed the~~  
21 ~~amount specified in the contract, if applicable, until the work is~~  
22 ~~substantially complete;~~

23 (1) For retainage, in an amount not to exceed the amount  
24 specified in the applicable contract, which shall not exceed a  
25 rate of ten percent. If the scope of work for the contractor or  
26 subcontractor from which retainage is withheld is fifty percent  
27 complete and if the contractor or subcontractor has performed work

1 in accordance with the provisions in the applicable contract, no  
2 more than five percent of any additional progress payment may be  
3 withheld as retainage if the contractor or subcontractor provides  
4 or has provided satisfactory and reasonable assurances of continued  
5 performance and financial responsibility to complete the work;

6 (2) Of a reasonable amount, to the extent that such  
7 withholding is allowed in the contract, for any of the following  
8 reasons:

9 (a) Reasonable evidence showing that the contractual  
10 completion date will not be met due to unsatisfactory job progress;

11 (b) Third-party claims filed or reasonable evidence that  
12 such a claim will be filed with respect to work under the contract;  
13 or

14 (c) Failure of the contractor to make timely payments for  
15 labor, equipment, subcontractors, or materials; or

16 (3) After substantial completion, in an amount not to  
17 exceed one hundred twenty-five percent of the estimated cost to  
18 complete the work remaining on the contract.

19 Sec. 7. Any individual, partnership, firm, limited  
20 liability company, corporation, or company may bring an action to  
21 recover any damages caused to such person or entity by a violation  
22 of the Nebraska Construction Prompt Pay Act. In addition to an  
23 award of damages, the court may award a plaintiff reasonable  
24 attorney's fees and costs as the court determines is appropriate.

25 Sec. 8. Section 45-1205, Reissue Revised Statutes of  
26 Nebraska, is amended to read:

27 45-1205 Except as provided in section 45-1204, if a

1 periodic or final payment to (1) a contractor is delayed by more  
2 than thirty days after receipt of a properly submitted periodic or  
3 final payment request by the owner or owner's representative or (2)  
4 a subcontractor is delayed by more than ten days after receipt of a  
5 periodic or final payment by the contractor or subcontractor, then  
6 the remitting party owner, contractor, or subcontractor shall pay  
7 the contractor or subcontractor interest due until such amount is  
8 paid, beginning on the day following the payment due date at the  
9 rate of one percent per month or a pro rata fraction thereof on  
10 the unpaid balance. Interest is due under this section only after  
11 the person charged the interest has been notified of the provisions  
12 of this section by the contractor or subcontractor. Acceptance of  
13 progress payments or a final payment shall release all claims for  
14 interest on such payments.

15 Sec. 11. Section 48-601, Reissue Revised Statutes of  
16 Nebraska, is amended to read:

17 48-601 Sections 48-601 to 48-671 and sections 12 to 23 of  
18 this act shall be known and may be cited as the Employment Security  
19 Law.

20 Sec. 12. Sections 12 to 23 of this act create the  
21 short-time compensation program.

22 Sec. 13. For purposes of sections 12 to 23 of this act:

23 (1) Affected unit means a specified plant, department,  
24 shift, or other definable unit which includes three or more  
25 employees to which an approved short-time compensation plan  
26 applies;

27 (2) Commissioner means the Commissioner of Labor or any

1 delegate or subordinate responsible for approving applications for  
2 participation in a short-time compensation plan;

3 (3) Health and retirement benefits means  
4 employer-provided health benefits and retirement benefits under a  
5 defined benefit plan, as defined in section 414(j) of the Internal  
6 Revenue Code, or contributions under a defined contribution plan,  
7 as defined in section 414(i) of the Internal Revenue Code, which  
8 are incidents of employment in addition to the cash remuneration  
9 earned;

10 (4) Short-time compensation means the unemployment  
11 benefits payable to employees in an affected unit under an  
12 approved short-time compensation plan, as distinguished from  
13 the unemployment benefits otherwise payable under the Employment  
14 Security Law;

15 (5) Short-time compensation plan means a plan submitted  
16 by an employer, for written approval by the commissioner, under  
17 which the employer requests the payment of short-time compensation  
18 to workers in an affected unit of the employer to avert layoffs;

19 (6) Unemployment compensation means the unemployment  
20 benefits payable under the Employment Security Law other than  
21 short-time compensation and includes any amounts payable pursuant  
22 to an agreement under any federal law providing for compensation,  
23 assistance, or allowances with respect to unemployment; and

24 (7) Usual weekly hours of work means the usual hours of  
25 work for full-time or part-time employees in the affected unit when  
26 that unit is operating on its regular basis, not to exceed forty  
27 hours and not including hours of overtime work.

1           Sec. 14. An employer wishing to participate in the  
2 short-time compensation program shall submit a signed written  
3 short-time compensation plan to the commissioner for approval. The  
4 commissioner shall develop an application form to request approval  
5 of a short-time compensation plan and an approval process. The  
6 application shall include:

7           (1) The affected unit or units covered by the plan,  
8 including the number of full-time or part-time employees in such  
9 unit, the percentage of employees in the affected unit covered  
10 by the plan, identification of each individual employee in the  
11 affected unit by name, social security number, and the employer's  
12 unemployment tax account number, and any other information required  
13 by the commissioner to identify plan participants;

14           (2) A description of how employees in the affected unit  
15 will be notified of the employer's participation in the short-time  
16 compensation plan if such application is approved, including how  
17 the employer will notify those employees in a collective-bargaining  
18 unit as well as any employees in the affected unit who are not  
19 in a collective-bargaining unit. If the employer will not provide  
20 advance notice to employees in the affected unit, the employer  
21 shall explain in a statement in the application why it is not  
22 feasible to provide such notice;

23           (3) A requirement that the employer identify the usual  
24 weekly hours of work for employees in the affected unit and the  
25 specific percentage by which their hours will be reduced during  
26 all weeks covered by the plan. An application shall specify the  
27 percentage of reduction for which a short-time compensation plan



1 application may be approved which shall be not less than ten  
2 percent and not more than sixty percent. If the plan includes any  
3 week for which the employer regularly provides no work due to a  
4 holiday or other plant closing, then such week shall be identified  
5 in the application;

6 (4) (a) Certification by the employer that, if the  
7 employer provides health and retirement benefits to any employee  
8 whose usual weekly hours of work are reduced under the program,  
9 such benefits will continue to be provided to employees  
10 participating in the short-time compensation program under the same  
11 terms and conditions as though the usual weekly hours of work of  
12 such employee had not been reduced or to the same extent as other  
13 employees not participating in the short-time compensation program.

14 (b) For defined benefit retirement plans, the hours  
15 that are reduced under the short-time compensation plan shall be  
16 credited for purposes of participation, vesting, and accrual of  
17 benefits as though the usual weekly hours of work had not been  
18 reduced. The dollar amount of employer contributions to a defined  
19 contribution plan that are based on a percentage of compensation  
20 may be less due to the reduction in the employee's compensation.

21 (c) Notwithstanding subdivisions (4) (a) and (b) of this  
22 section, an application may contain the required certification when  
23 a reduction in health and retirement benefits scheduled to occur  
24 during the duration of the plan will be applicable equally to  
25 employees who are not participating in the short-time compensation  
26 program and to those employees who are participating;

27 (5) Certification by the employer that the aggregate

1 reduction in work hours is in lieu of layoffs, temporary or  
2 permanent layoffs, or both. The application shall include an  
3 estimate of the number of employees who would have been laid off in  
4 the absence of the short-time compensation plan;

5 (6) Certification by the employer that the short-time  
6 compensation program shall not serve as a subsidy of seasonal  
7 employment during the off-season, nor as a subsidy of temporary  
8 part-time or intermittent employment;

9 (7) Agreement by the employer to: Furnish reports to the  
10 commissioner relating to the proper conduct of the plan; allow  
11 the commissioner access to all records necessary to approve or  
12 disapprove the plan application and, after approval of a plan,  
13 to monitor and evaluate the plan; and follow any other directives  
14 the commissioner deems necessary for the agency to implement the  
15 plan and which are consistent with the requirements for short-time  
16 compensation plan applications;

17 (8) Certification by the employer that participation  
18 in the short-time compensation plan and its implementation is  
19 consistent with the employer's obligations under applicable federal  
20 and state laws;

21 (9) The effective date and duration of the plan that  
22 shall expire not later than the end of the twelfth full calendar  
23 month after the effective date;

24 (10) Certification by the employer that it has obtained  
25 the written approval of any applicable collective-bargaining unit  
26 representative and has notified all affected employees who are  
27 not in a collective-bargaining unit of the proposed short-time

1 compensation plan;

2 (11) Certification by the employer that it will not hire  
3 additional part-time or full-time employees for the affected unit  
4 while the short-time compensation plan is in effect; and

5 (12) Any other provision added to the application by the  
6 commissioner that the United States Secretary of Labor determines  
7 to be appropriate for purposes of a short-time compensation  
8 program.

9 Sec. 15. (1) The commissioner shall approve or disapprove  
10 a short-time compensation plan in writing within thirty days after  
11 its receipt and promptly communicate the decision to the employer.  
12 A decision disapproving the plan shall clearly identify the reasons  
13 for the disapproval. The disapproval shall be final, but the  
14 employer shall be allowed to submit another short-time compensation  
15 plan for approval not earlier than forty-five days after the date  
16 of the disapproval.

17 (2) (a) A short-time compensation plan will only be  
18 approved for a contributory employer that (a) is eligible for  
19 experience rating under subdivision (4) (a) of section 48-649, (b)  
20 has a positive balance in the employer's experience account, (c)  
21 has filed all quarterly reports and other reports required under  
22 the Employment Security Law, and (d) has paid all obligation  
23 assessments, contributions, interest, and penalties due through the  
24 date of the employer's application.

25 (b) A short-time compensation plan will only be approved  
26 for an employer liable for making payments in lieu of contributions  
27 that has filed all quarterly reports and other reports required

1 under the Employment Security Law and has paid all obligation  
2 assessments, payments in lieu of contributions, interest, and  
3 penalties due through the date of the employer's application.

4       Sec. 16. (1) A short-time compensation plan shall be  
5 effective on the date that is mutually agreed upon by the employer  
6 and the commissioner, which shall be specified in the notice  
7 of approval to the employer. The plan shall expire on the date  
8 specified in the notice of approval, which shall be either the date  
9 at the end of the twelfth full calendar month after its effective  
10 date or an earlier date mutually agreed upon by the employer and  
11 the commissioner.

12       (2) If a short-time compensation plan is revoked by the  
13 commissioner under section 17 of this act, the plan shall terminate  
14 on the date specified in the commissioner's written order of  
15 revocation.

16       (3) An employer may terminate a short-time compensation  
17 plan at any time upon written notice to the commissioner. Upon  
18 receipt of such notice from the employer, the commissioner shall  
19 promptly notify each member of the affected unit of the termination  
20 date.

21       (4) An employer may submit a new application to  
22 participate in another short-time compensation plan at any time  
23 after the expiration or termination date.

24       Sec. 17. (1) The commissioner may revoke approval of a  
25 short-time compensation plan for good cause at any time, including  
26 upon the request of any of the affected unit's employees. The  
27 revocation order shall be in writing and shall specify the reasons

1 for the revocation and the date the revocation is effective.

2 (2) The commissioner may periodically review the  
3 operation of each employer's short-time compensation plan to assure  
4 that no good cause exists for revocation of the approval of the  
5 plan. Good cause shall include, but not be limited to, failure  
6 to comply with the assurances given in the plan, unreasonable  
7 revision of productivity standards for the affected unit, conduct  
8 or occurrences tending to defeat the intent and effective operation  
9 of the short-time compensation plan, and violation of any criteria  
10 on which approval of the plan was based.

11 Sec. 18. (1) An employer may request a modification of an  
12 approved plan by filing a written request with the commissioner.  
13 The request shall identify the specific provisions proposed to  
14 be modified and provide an explanation of why the proposed  
15 modification is appropriate for the short-time compensation  
16 plan. The commissioner shall approve or disapprove the proposed  
17 modification in writing within thirty days after receipt and  
18 promptly communicate the decision to the employer.

19 (2) The commissioner may approve a request for  
20 modification of the plan based on conditions that have changed  
21 since the plan was approved if the modification is consistent  
22 with and supports the purposes for which the plan was initially  
23 approved. A modification does not extend the expiration date of  
24 the original plan, and the commissioner shall promptly notify the  
25 employer whether the plan modification has been approved and, if  
26 approved, the effective date of the modification.

27 (3) An employer is not required to request approval of

1 a plan modification from the commissioner if the change is not  
2 substantial, but the employer must report every change to the  
3 plan to the commissioner promptly and in writing. The commissioner  
4 may terminate an employer's plan if the employer fails to meet  
5 this reporting requirement. If the commissioner determines that the  
6 reported change is substantial, the commissioner shall require the  
7 employer to request a modification to the plan.

8           Sec. 19. An individual is eligible to receive short-time  
9 compensation with respect to any week only if the individual is  
10 monetarily eligible for unemployment compensation, not otherwise  
11 disqualified for unemployment compensation, and:

12           (1) During the week, the individual is employed as  
13 a member of an affected unit under an approved short-time  
14 compensation plan, which was approved prior to that week, and  
15 the plan is in effect with respect to the week for which short-time  
16 compensation is claimed;

17           (2) Notwithstanding any other provisions of the  
18 Employment Security Law relating to availability for work and  
19 actively seeking work, the individual is available for the  
20 individual's usual hours of work with the short-time compensation  
21 employer, which may include, for purposes of this section,  
22 participating in training to enhance job skills that is approved by  
23 the commissioner such as employer-sponsored training or training  
24 funded under the federal Workforce Investment Act of 1998, 29  
25 U.S.C. 2801 et seq.; and

26           (3) Notwithstanding any other provision of law, an  
27 individual covered by a short-time compensation plan is deemed

1 unemployed in any week during the duration of such plan if the  
2 individual's remuneration as an employee in an affected unit is  
3 reduced based on a reduction of the individual's usual weekly hours  
4 of work under an approved short-time compensation plan.

5       Sec. 20. (1) The short-time compensation weekly benefit  
6 amount shall be the product of the regular weekly unemployment  
7 compensation amount for a week of total unemployment multiplied by  
8 the percentage of reduction in the individual's usual weekly hours  
9 of work.

10       (2) An individual may be eligible for short-time  
11 compensation or unemployment compensation, as appropriate, except  
12 that no individual shall be eligible for combined benefits in  
13 any benefit year in an amount more than the maximum entitlement  
14 established for regular unemployment compensation, nor shall an  
15 individual be paid short-time compensation benefits for more than  
16 fifty-two weeks under a short-time compensation plan.

17       (3) The short-time compensation paid to an individual  
18 shall be deducted from the maximum entitlement amount of  
19 unemployment compensation established for that individual's benefit  
20 year.

21       (4) Provisions applicable to unemployment compensation  
22 claimants shall apply to short-time compensation claimants to the  
23 extent that they are not inconsistent with short-time compensation  
24 provisions. An individual who files an initial claim for short-time  
25 compensation benefits shall receive a monetary determination.

26       (5) The following provisions apply to individuals  
27 who work for both a short-time compensation employer and

1 another employer during weeks covered by the approved short-time  
2 compensation plan:

3 (a) If combined hours of work in a week for both  
4 employers does not result in a reduction of at least ten percent,  
5 or, if higher, the minimum percentage of reduction required to be  
6 eligible for a short-time compensation, of the usual weekly hours  
7 of work with the short-time employer, the individual shall not be  
8 entitled to short-time compensation;

9 (b) If the combined hours of work for both employers  
10 results in a reduction equal to or greater than ten percent,  
11 or, if higher, the minimum percentage reduction required to be  
12 eligible for short-time compensation, of the usual weekly hours  
13 of work for the short-time compensation employer, the short-time  
14 compensation payable to the individual is reduced for that week and  
15 is determined by multiplying the weekly unemployment benefit amount  
16 for a week of total unemployment by the percentage by which the  
17 combined hours of work have been reduced by ten percent, or, if  
18 higher, the minimum percentage reduction required to be eligible  
19 for short-time compensation, or more of the individual's usual  
20 weekly hours of work. A week for which benefits are paid under this  
21 subdivision shall be reported as a week of short-time compensation;  
22 and

23 (c) If an individual worked the reduced percentage of the  
24 usual weekly hours of work for the short-time compensation employer  
25 and is available for all his or her usual hours of work with the  
26 short-time compensation employer, and the individual did not work  
27 any hours for the other employer, either because of the lack of



1 work with that employer or because the individual is excused from  
2 work with the other employer, the individual shall be eligible for  
3 short-time compensation for that week. The benefit amount for such  
4 week shall be calculated as provided in subsection (1) of this  
5 section.

6 (6) An individual who is not provided any work  
7 during a week by the short-time compensation employer, or any  
8 other employer, and who is otherwise eligible for unemployment  
9 compensation shall be eligible for the amount of unemployment  
10 compensation to which he or she would otherwise be eligible.

11 (7) An individual who is not provided any work by  
12 the short-time compensation employer during a week, but who  
13 works for another employer and is otherwise eligible, may be  
14 paid unemployment compensation for that week subject to the  
15 disqualifying income and other provisions applicable to claims  
16 for regular compensation.

17 Sec. 21. Short-time compensation shall be charged to the  
18 employer's experience account in the same manner as unemployment  
19 compensation is charged. Employers liable for payments in lieu  
20 of contributions shall have short-time compensation attributed  
21 to service in their employ in the same manner as unemployment  
22 compensation is attributed.

23 Sec. 22. An individual who has received all of the  
24 short-time compensation or combined unemployment compensation and  
25 short-time compensation available in a benefit year shall be  
26 considered an exhaustee for purposes of extended benefits under  
27 section 48-628.02 and, if otherwise eligible under such section,

1 shall be eligible to receive extended benefits.

2           Sec. 23. (1) The department shall not use General Funds  
3 to implement the short-time compensation program. The department  
4 shall use any and all available federal funds to implement the  
5 short-time compensation program, including, but not limited to,  
6 federal funds distributed to the state under sections 903(c),  
7 903(d), 903(f), and 903(g) of the federal Social Security Act, as  
8 amended.

9           (2) The department shall submit an annual report to the  
10 Governor and electronically to the Legislature on the short-time  
11 compensation program trends, including the number of employers  
12 filing short-time compensation program plans, the number of layoffs  
13 averted through the use of the short-time compensation program, the  
14 amount of short-time compensation program benefits paid, and other  
15 information pertinent to the short-time compensation program.

16           Sec. 24. There is hereby appropriated (1) \$1,797,999 from  
17 Federal Funds for FY2014-15 and (2) \$1,576,853 from Federal Funds  
18 for FY2015-16 to the Department of Labor, for Program 31, to aid  
19 in carrying out the provisions of Legislative Bill 559, One Hundred  
20 Third Legislature, Second Session, 2014.

21           There is included in the appropriation to this program  
22 for FY2014-15 \$1,797,999 and for FY2015-16 \$1,576,853 Federal Funds  
23 distributed to the state under sections 903(c), 903(d), 903(f), and  
24 903(g) of the federal Social Security Act, as amended, which shall  
25 only be used to implement the provisions of Legislative Bill 559,  
26 One Hundred Third Legislature, Second Session, 2014.

27           The Department of Labor shall submit a schedule of

1 proposed expenditures of the appropriation of sections 903(c),  
2 903(d), 903(f), and 903(g) funds made pursuant to this section  
3 for administrative purposes for fiscal years beginning on or  
4 after July 1, 2007, to the Legislature as a part of the regular  
5 budget submission process. All provisions of subsection (2) of  
6 section 48-621 except subdivision (2)(a)(i) shall apply to this  
7 appropriation of sections 903(c), 903(d), 903(f), and 903(g) funds.

8 The Commissioner of Labor shall submit an annual  
9 report to the Governor, the Speaker of the Legislature, and the  
10 chairpersons of the Appropriations Committee and the Business  
11 and Labor Committee of the Legislature describing expenditures  
12 made pursuant to this section. The report submitted to the  
13 committees and the Speaker of the Legislature shall be submitted  
14 electronically.

15 Sec. 25. Sections 1 to 10, 24, 25, and 26 of this  
16 act become operative three calendar months after adjournment of  
17 this legislative session. The other sections of this act become  
18 operative October 1, 2016.

19 Sec. 26. Original sections 45-1201, 45-1202, 45-1203,  
20 45-1204, 45-1205, 48-126.01, and 48-139, Reissue Revised Statutes  
21 of Nebraska, are repealed.

22 Sec. 27. Original section 48-601, Reissue Revised  
23 Statutes of Nebraska, is repealed.

24 2. Renumber the remaining sections accordingly.