

# **One Hundred Fifth Legislature - Second Session - 2018**

## **Introducer's Statement of Intent**

### **LB843**

---

**Chairperson: Senator Joni Albrecht**

**Committee: Business and Labor**

**Date of Hearing: February 12, 2018**

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

LB843 provides that an employer shall not require nondisclosure by an employee of his or her wages or coerce, intimidate or threaten an employee to discourage disclosure. An employee may also not take any adverse actions against an employee, or retaliate against them or discharge them, if they disclose wages. An employee retains the right to inquire, discuss or disclose comparative compensation information for the purpose of determining whether the employer is compensating an employee in a manner that provides equal pay for equal work.

LB843 also provides that an employee may bring a civil action against an employer for violations of this act. If the court finds that an employer has violated sections of this act, the court shall, in addition to any judgment awarded to the employee, order costs of the action and reasonable attorney's fees to be paid by the employer. In such an action, the court may order reinstatement of back pay, restoration of lost service credit, if appropriate, the expungement of any related adverse records of an employee who was the subject of the violation, as well as any money damages that the court deems appropriate to compensate the employee for the violation.

**Principal Introducer:** \_\_\_\_\_

Senator Patty Pansing Brooks