

LEGISLATURE OF NEBRASKA
ONE HUNDRED SIXTH LEGISLATURE
FIRST SESSION

LEGISLATIVE BILL 345

Introduced by Wishart, 27.

Read first time January 16, 2019

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to state employees; to prohibit mandatory
- 2 overtime for certain employees as prescribed.
- 3 Be it enacted by the people of the State of Nebraska,

1 Section 1. (1) The Legislature finds that it is essential that
2 residents of the State of Nebraska who are under the twenty-four-hour
3 care and supervision of the State of Nebraska be provided with qualified
4 care from trained employees. This care is jeopardized when employees are
5 mandated to work overtime for unnecessarily long hours. The State of
6 Nebraska should provide adequate, safe staffing without the use of
7 mandatory overtime.

8 (2) An employee of the State of Nebraska providing services to
9 individuals in facilities under the twenty-four-hour care and supervision
10 of the State of Nebraska shall not be disciplined nor lose any right,
11 benefit, or privilege for refusing to work more than twelve consecutive
12 hours. Under no circumstances shall an employee providing services to
13 individuals in facilities under the twenty-four-hour care and supervision
14 of the State of Nebraska be required to work seven straight days without
15 a day off. The acceptance by an employee of overtime is strictly
16 voluntary, and the refusal by an employee to accept such overtime work is
17 not grounds for discrimination, dismissal, discharge, or any other
18 penalty, threat of report for discipline, or employment decision adverse
19 to the employee.