

LEGISLATURE OF NEBRASKA  
ONE HUNDRED SEVENTH LEGISLATURE  
FIRST SESSION

**LEGISLATIVE BILL 283**

Introduced by Briese, 41; Aguilar, 35; Albrecht, 17; Bostar, 29; Brandt, 32; Brewer, 43; Day, 49; Friesen, 34; Halloran, 33; Hansen, M., 26; Hunt, 8; Lindstrom, 18; Lowe, 37; Moser, 22; Sanders, 45; Slama, 1; Wayne, 13.

Read first time January 12, 2021

Committee: Government, Military and Veterans Affairs

- 1 A BILL FOR AN ACT relating to time; to amend sections 32-908, 49-1301,
- 2 49-1302, and 81-1323, Reissue Revised Statutes of Nebraska, and
- 3 section 81-1328, Revised Statutes Cumulative Supplement, 2020; to
- 4 provide for year-round daylight saving time as prescribed; to
- 5 harmonize provisions; and to repeal the original sections.
- 6 Be it enacted by the people of the State of Nebraska,

1 Section 1. Section 32-908, Reissue Revised Statutes of Nebraska, is  
2 amended to read:

3 32-908 (1) At all elections in the area of this state lying within  
4 the mountain ~~Mountain Standard or Mountain Daylight~~ time zone, the polls  
5 shall open at 7 a.m. and close at 7 p.m. of the same day, and in the area  
6 lying within the central ~~Central Standard or Central Daylight~~ time zone,  
7 the polls shall open at 8 a.m. and close at 8 p.m. of the same day.

8 (2) If the judges and clerks of election are not present at the  
9 polls at the required hour, the polls may be opened by those placed in  
10 charge of the polling place at any time before the time required for  
11 closing the polls on election day.

12 (3) If at the hour of closing there are any persons desiring to vote  
13 who are in the polling place or in a line at the polling place and who  
14 have not been able to vote since appearing at the polling place, the  
15 polls shall be kept open reasonably long enough after the hour for  
16 closing to allow those present at that hour to vote. No person arriving  
17 after the hour when the polls have officially closed shall be entitled to  
18 vote.

19 Sec. 2. Section 49-1301, Reissue Revised Statutes of Nebraska, is  
20 amended to read:

21 49-1301 (1) Except as provided in subsection (2) of this section,  
22 the ~~The~~ standard time of the State of Nebraska shall be the time  
23 established by the Uniform Time Act of 1966 in both the central ~~Central~~  
24 and mountain ~~Rocky Mountain~~ time zones.

25 (2)(a) The standard time for the State of Nebraska shall be, in the  
26 central time zone, the Coordinated Universal Time minus five hours and,  
27 in the mountain time zone, the Coordinated Universal Time minus six  
28 hours.

29 (b) For purposes of this subsection, Coordinated Universal Time  
30 means the time scale maintained through the General Conference of Weights  
31 and Measures and interpreted or modified for the United States by the

1 United States Secretary of Commerce in coordination with the United  
2 States Secretary of the Navy.

3 (c) This subsection becomes operative on the first Sunday in  
4 November after (i) the provisions of this subsection are authorized by  
5 the laws of the United States or any order of the United States Secretary  
6 of Transportation or are no longer in conflict with the laws of the  
7 United States or any order of the United States Secretary of  
8 Transportation and (ii) three states adjacent to this state adopt laws  
9 for a single year-round standard of time.

10 Sec. 3. Section 49-1302, Reissue Revised Statutes of Nebraska, is  
11 amended to read:

12 49-1302 (1) Daylight saving time for the State of Nebraska shall be  
13 in effect from the second first Sunday in March April until the first  
14 last Sunday in November October of each year at such clock time as is  
15 prescribed in the Uniform Time Act of 1966.

16 (2) This section becomes null and void upon subsection (2) of  
17 section 49-1301 becoming operative.

18 Sec. 4. Section 81-1323, Reissue Revised Statutes of Nebraska, is  
19 amended to read:

20 81-1323 The sick leave account shall be balanced as of 11:59 p.m.  
21 central time Central Standard Time on December 31 each calendar year.  
22 Sick leave shall be cumulative for not more than one thousand four  
23 hundred forty hours.

24 Sec. 5. Section 81-1328, Revised Statutes Cumulative Supplement,  
25 2020, is amended to read:

26 81-1328 (1) State employees shall, during each year of continuous  
27 employment, be entitled to ninety-six working hours of vacation leave  
28 with full pay.

29 (2) State employees who complete five years of continuous employment  
30 by the state shall be entitled to one hundred twenty hours of vacation  
31 leave during their sixth year of employment and shall thereafter be

1 entitled to eight additional hours of vacation leave with full pay for  
2 each additional year of continuous state employment up to a maximum of  
3 two hundred hours of vacation leave a year. Vacation leave shall be  
4 earned in accordance with the following schedule:

5	During 1st year of continuous employment .....	96 hours per year
6	During 2nd year of continuous employment .....	96 hours per year
7	During 3rd year of continuous employment .....	96 hours per year
8	During 4th year of continuous employment .....	96 hours per year
9	During 5th year of continuous employment .....	96 hours per year
10	During 6th year of continuous employment .....	120 hours per
11	year	
12	During 7th year of continuous employment .....	128 hours per
13	year	
14	During 8th year of continuous employment .....	136 hours per
15	year	
16	During 9th year of continuous employment .....	144 hours per
17	year	
18	During 10th year of continuous employment .....	152 hours per
19	year	
20	During 11th year of continuous employment .....	160 hours per
21	year	
22	During 12th year of continuous employment .....	168 hours per
23	year	
24	During 13th year of continuous employment .....	176 hours per
25	year	
26	During 14th year of continuous employment .....	184 hours per
27	year	
28	During 15th year of continuous employment .....	192 hours per
29	year	
30	During 16th year of continuous employment .....	200 hours per
31	year	

1           After 16th year of continuous employment ..... 200 hours per  
2 year

3           (3) State employees who are regularly employed less than forty hours  
4 a week shall be entitled to vacation leave proportionate to their regular  
5 workweek. Any state employee who has been employed by the Legislature or  
6 Legislative Council shall, for vacation leave entitlement purposes, be  
7 credited with one continuous year of employment for each two hundred  
8 sixty working days such state employee was employed by the Legislature or  
9 Legislative Council.

10          (4) As used in this section, state employee shall mean any person or  
11 officer employed by the state including the head of any department or  
12 agency, except when such a head is a board or commission, and who works a  
13 full-time or part-time schedule on an ongoing basis.

14          (5) For purposes of this section, a state employee who has  
15 terminated employment with the state for any reason other than  
16 disciplinary and who returns to state employment within one year from the  
17 date of termination shall have his or her service for vacation leave  
18 entitlement computed by combining prior continuous service with current  
19 continuous service disregarding the period of absence, except that a  
20 state employee who has retired or voluntarily terminated in lieu of  
21 retirement shall, if he or she returns to state employment, be considered  
22 a new state employee for the purpose of vacation leave entitlement.

23          (6) The vacation leave account of each state employee shall be  
24 balanced as of 11:59 p.m. central time ~~Central Standard Time~~ on December  
25 31 each calendar year. Each state employee shall be entitled to have  
26 accumulated as of such time the number of hours of vacation leave which  
27 he or she earned during that calendar year. Hours of vacation leave  
28 accumulated in excess of that number shall be forfeited. Any state  
29 employee shall be entitled to use any vacation time as soon as it has  
30 accrued. Any vacation time not used within one calendar year following  
31 the calendar year during which the time accrued shall be forfeited. In

1 special and meritorious cases, when to limit the annual leave to the  
2 period therein specified would work a peculiar hardship, such leave may  
3 be extended in the discretion of the Governor, or in situations involving  
4 employees of the Legislature, in the discretion of the Executive Board of  
5 the Legislative Council.

6 (7) It is the responsibility of the head of an employing agency to  
7 provide reasonable opportunity for a state employee to use rather than  
8 forfeit accumulated vacation leave. If a state employee makes a  
9 reasonable written request to use vacation leave before the leave must be  
10 forfeited under this section and the employing agency denies the request,  
11 the employing agency shall pay the state employee the cash equivalent of  
12 the amount of forfeited vacation leave that was requested and denied.  
13 Such cash payment shall be made within thirty days after the requested  
14 and denied vacation leave is forfeited under this section. Such cash  
15 payment shall be considered compensation for purposes of a state  
16 employee's retirement benefit in a defined contribution or cash balance  
17 benefit plan administered by the Public Employees Retirement Board but  
18 shall not be considered compensation for purposes of a state employee's  
19 retirement benefit in any other defined benefit plan administered by the  
20 Public Employees Retirement Board. In determining whether a state  
21 employee's request to use vacation leave is reasonable, the employing  
22 agency shall consider the amount of vacation leave requested, the number  
23 of days remaining prior to forfeiture during which the state employee may  
24 take vacation leave, the amount of notice given to the employing agency  
25 prior to the requested vacation leave, any effects on public safety, and  
26 other relevant factors. This subsection shall not apply to state  
27 employees who are exempt from the State Personnel System pursuant to  
28 subdivisions (1)(g) and (h) of section 81-1316.

29 (8) Each state employee, upon retirement, dismissal, or voluntary  
30 separation from state employment, shall be paid for unused accumulated  
31 vacation leave. Upon the death of a state employee, the ~~his or her~~

1 beneficiary of the state employee shall be paid for unused accumulated  
2 vacation leave.

3 (9) A permanent state employee who is transferred from one agency to  
4 another shall have ~~his or her~~ accrued vacation leave transferred to the  
5 receiving agency.

6 (10) The Director of Personnel shall adopt and promulgate such rules  
7 and regulations as are necessary to administer this section.

8 Sec. 6. Original sections 32-908, 49-1301, 49-1302, and 81-1323,  
9 Reissue Revised Statutes of Nebraska, and section 81-1328, Revised  
10 Statutes Cumulative Supplement, 2020, are repealed.