

PREPARED BY: Doug Gibbs
 DATE PREPARED: February 04, 2016
 PHONE: 402-471-0051

LB 821

Revision: 00

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2016-17		FY 2017-18	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 821 creates the Workplace Privacy Act.

The bill would prohibit an employer from requiring an employee or applicant to disclose a user name, password, or related account information in order to gain access to the employee’s or applicant’s social networking site profile or account. It would also prohibit an employer from requiring an employee or applicant from logging on to such a site in the employer’s presence so as to provide the employer access to the site.

The bill would also prohibit an employer from requiring an employee to waive their rights under the Act; prohibit retaliation by the employer or discrimination by the employer because the employee refused to disclose information covered by the Act or files a complaint under the Act; prohibits an employee from downloading proprietary or financial information of the employer’s; enumerates instances where the employer’s rights are not limited by the Act; and provides definitions.

The Act also provides that an aggrieved party may institute a civil action in district court and receive may receive injunctive relief, damages, and reasonable attorney’s fees and costs.

The Department of Labor indicates no fiscal impact to the state or cost to the department to implement LB 821.

We agree with the department’s estimate of fiscal impact and cost.

ADMINISTRATIVE SERVICES-STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSES			
LB: 821	AM:	AGENCY/POLT. SUB: Department of Labor	
REVIEWED BY: Robin Kilgore	DATE: 1-15-16	PHONE: 471-4180	
COMMENTS: Concur with agency estimate of fiscal impact.			

Please complete ALL (5) blanks in the first three lines.

2016

LB⁽¹⁾ 821

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Labor

Prepared by: ⁽³⁾ Kim Schreiner Date Prepared: ⁽⁴⁾ 1/14/2016 Phone: ⁽⁵⁾ 402-471-2492

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2016-17</u>		<u>FY 2017-18</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	=====	=====

Explanation of Estimate: There will be no fiscal impact on the Nebraska Department of Labor.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2016-17</u>	<u>2017-18</u>
	<u>16-17</u>	<u>17-18</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____