

LB83 SUMMARY

Relates to Wage Discrimination Based On Sex

LB83 provides for all cases of wage discrimination based on sex to be governed by state law regardless of the number of employees in the business.

Currently:

- Employees in a business with 15 or more employees who allege wage discrimination based on sex come under state laws and file complaints with the Nebraska Equal Opportunity Commission (NEOC).

- Complaints filed by an employee in a business with under 15 employees fall under the purview of the *federal* Equal Opportunity Employment Commission (EEOC).

LB83 simply provides for all such cases to come under state law. Additionally, by changing “15 or more employees” to “two or more employees,” it aligns our state law with federal law.

LB83 *does not* impose any new requirements (e.g. record keeping) on businesses.

**LB83 provides clarity and consistency by simply allowing for
all complaints alleging wage discrimination based on sex
– regardless of the number of employees –
to come under our state law.**