

PAID SICK TIME NEBRASKA

NEBRASKA HEALTHY FAMILIES & WORKPLACES ACT | EFFECTIVE DATE: OCTOBER 1, 2025

BEGINNING OCTOBER 1, 2025, EMPLOYEES ARE ENTITLED TO PAID SICK TIME.

SICK TIME ACCRUAL

Employees begin accruing paid sick time after 80 hours of consecutive employment, at which point employees then accrue a minimum of one hour for every 30 hours worked, subject to the following limitations:

- Employees whose employers have 11-19 employees earn 40 hours of paid sick time in a year.
- Employees whose employers have 20 or more employees earn 56 hours of paid sick time in a year.

Employers are permitted to select higher limits of accrual and use.

USE OF SICK TIME

Employees may use accrued paid sick time for the following reasons:

- The employee's illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.
- Care of the employee's family member(s) for illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.

- Meetings at school or a care provider's location related to the employee's child's illness, injury, or health condition.
- Closure of the Employee's business or to care for a child due to closure of school or place of care by order of public official due to public health emergency.
- The employee's need to self-isolate or care for a family member that needs to isolate due to a communicable disease as determined by a health authority or a health care professional.

RETALIATION PROHIBITED

Retaliatory personnel action against employees who request or use paid sick time is prohibited.

RIGHTS

Each employee has the right to file a suit or complaint if paid sick time as required by the Act is denied by the employer or the employee is subjected to retaliatory personnel action for requesting or taking paid sick time.

Questions about rights and responsibilities under the Act may be directed to the Labor Standards Division.

Nebraska Dept. of Labor - Labor Standards Division | dol.nebraska.gov
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