



PAID *sick* LEAVE FOR NEBRASKANS

Right now, 250,000 working Nebraskans don't have access to paid sick days.¹

Even more workers have paid sick days but can't use them without getting penalized. Passing Initiative 436 ensured hardworking Nebraskans wouldn't have to choose between a paycheck and their health or the health of their family.

Sick time can be used for a short-term illness (such as a stomach flu or bad cold), to attend an appointment, to seek preventive care (like vaccines, boosters and routine medical check-ups) or to care for a loved one.

Passed by the majority of Nebraska voters, Initiative 436 requires all Nebraska businesses to offer paid sick leave to employees—so they can earn one hour of paid sick leave for every 30 hours worked. Purposefully written to consider different business sizes, employees can earn up to five or seven sick days per year.

Initiative 436 also puts into law the ability for employees to earn and use paid sick days without retaliation. This voter-approved law goes into effect on October 1, 2025.

Without access to paid sick leave, Nebraska workers lost \$173 million in wages in 2023.² **Working families in Nebraska shouldn't have to make the impossible decision between taking care of their health or paying all their bills.**

5 days
EMPLOYERS WITH
FEWER THAN
20 EMPLOYEES

7 days
EMPLOYERS WITH
20 OR **MORE**
EMPLOYEES

HOW NEBRASKANS VOTED

In the November 2024 election, nearly 75% of Nebraska voters supported a ballot initiative to approve paid sick leave for workers.

NEARLY
75%

89
COUNTIES

EVERY
LEGISLATIVE
DISTRICT

This includes approval in 89 of 93 counties and majority support in every legislative district. No matter how you look at the numbers, voters overwhelmingly support allowing hardworking Nebraskans the ability to earn and use paid sick leave.

VOTES BY LEGISLATIVE DISTRICT

DIST.	SENATOR	PERCENTAGE OF SUPPORTIVE VOTES	DIST.	SENATOR	PERCENTAGE OF SUPPORTIVE VOTES
1	Bob Hallstrom	71.58%	26	George Dungan	83.02%
2	Robert Clements	72.46%	27	Jason Prokop	79.46%
3	Victor Rountree	81.11%	28	Jane Raybould*	83.78%
4	R. Brad von Gillern	73.69%	29	Elliot Bostar	81.28%
5	Margo Juarez	85.46%	30	Myron Dorn	73.14%
6	Machaela Cavanaugh	79.21%	31	Kathleen Kauth*	75.52%
7	Dunixi Guereca	87.55%	32	Tom Brandt	67.86%
8	Megan Hunt	85.03%	33	Dan Lonowski	69.44%
9	John Cavanaugh	86.90%	34	Loren Lippincott	67.63%
10	Wendy DeBoer	81.64%	35	Dan Quick	80.80%
11	Terrell McKinney*	92.02%	36	Rick Holdcroft	75.19%
12	Merv Riepe	81.72%	37	Stan Clouse	68.43%
13	Ashlei Spivey	82.90%	38	Dave Murman	65.01%
14	John Arch	79.52%	39	Tony Sorrentino*	71.33%
15	Dave Wordekemper	73.55%	40	Barry DeKay	63.67%
16	Ben Hansen*	68.51%	41	Dan McKeon*	63.24%
17	Glen Meyer	75.08%	42	Mike Jacobson	70.64%
18	Christy Armendariz	79.32%	43	Tanya Storer	59.70%
19	Rober Dover	68.66%	44	Teresa Ibach*	66.14%
20	John Fredrickson	78.11%	45	Rita Sanders	82.50%
21	Beau Ballard	76.43%	46	Danielle Conrad	84.92%
22	Mike Moser	69.50%	47	Paul Strommen	66.66%
23	Jared Storm	69.33%	48	Brian Hardin	74.47%
24	Jana Hughes	63.58%	49	Bob Andersen	78.54%
25	Carolyn Bosn	71.91%		* Business & Labor Committee member	

MEMBERS OF THE PAID SICK LEAVE FOR NEBRASKANS COALITION

ACLU of Nebraska
The Arc of Nebraska
Asian Community and Cultural Center
Centro Hispano
Heartland Workers Center
Nebraska Appleseed

Nebraska Appleseed Action Fund
Nebraska Civic Engagement Table
Nebraska State AFL-CIO
Omaha Together One Community (OTOC)
OutNebraska
Planned Parenthood Advocates of Nebraska

Second House Collaborative
Unity in Action
Voices for Children
YWCA Grand Island
YWCA Lincoln
Women's Fund of Omaha

CITATIONS

¹ Nebraska Benefits Report, 2021.

² Emily Andrews. "Working People Need Access to Paid Leave." The Center for Law and Social Policy, Sept 2024. <https://www.clasp.org/publications/report/brief/working-people-need-access-to-paid-leave/>