

# PAID *sick* LEAVE IS LAW!

## BEGINNING OCTOBER 1, 2025, WORKERS IN NEBRASKA ARE ENTITLED TO PAID SICK LEAVE.

In November 2024, nearly 75% of Nebraska voters supported a ballot initiative to approve earned paid sick leave for all workers. Now, the **Nebraska Healthy Families & Workplaces Act** is being implemented across the state to support working Nebraskans and ensure they don't have to choose between their paycheck and their health, or the health of their family.

## HOW DOES ACCRUAL WORK?

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

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

These standards of accrual are the minimum for employers to offer. Employers can choose to select higher limits of paid sick leave accrual to better support their workers!

**40** *hours*

EMPLOYERS WITH  
11-19 EMPLOYEES

**56** *hours*

EMPLOYERS WITH  
20 OR **MORE**  
EMPLOYEES

## HOW CAN NEBRASKANS USE SICK LEAVE?

**Workers may use accrued paid sick time for any of 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 their 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 officials due to public health emergency.

The employee's need to self-isolate or care for a family member that needs to be isolated due to a communicable disease as determined by a health authority or a health care professional.

## CAN I BE RETALIATED AGAINST FOR USING SICK LEAVE?

**Employers are prohibited from taking any retaliatory action against workers who request or use their accrued paid sick leave.**

Questions about rights and responsibilities under the Act may be directed to the Labor Standards Division at [ndol.laborstdrdsinquiries@nebraska.gov](mailto:ndol.laborstdrdsinquiries@nebraska.gov).