



PAID *sick* LEAVE FOR NEBRASKANS

All Nebraskans need time to care for themselves or a family member. But thousands of Nebraskans who work full-time do not get any paid sick days—too often, the workers who most need them. It's time to support working Nebraskans so they don't have to choose between their paycheck and their health, or the health of their family. Paid Sick Leave for Nebraskans is now collecting signatures to get paid sick leave on the November 2024 ballot.



5 days

EMPLOYERS WITH
FEWER THAN 20 EMPLOYEES:

Workers may earn up to
40 hours of paid sick leave/year



7 days

EMPLOYERS WITH
MORE THAN 20 EMPLOYEES:

Workers may earn up to
56 hours of paid sick leave/year


No Nebraskan should have to choose between their paycheck and their health or the health of their family.

HOW DOES IT WORK?

The ballot initiative, if passed, would **require all Nebraska businesses to offer paid sick leave to employees** with employees earning one hour of paid sick leave for every 30 hours worked.


Employees may carry over unused paid sick leave to the following year, but no more than the maximum number of hours as provided in the policy. This ballot initiative would also put into law the ability for employees to earn and use paid sick days without retaliation.

If passed by the majority of Nebraska voters in November 2024, paid sick leave would go into effect on October 1, 2025.



This policy is the floor and will not interfere with collective bargaining agreements, contracts or policies that provide more generous paid sick time to employees. If an employer already provides paid time off (PTO) instead of paid sick leave, that policy will stay in place as long as workers are permitted to use PTO for paid sick time.

WHO BENEFITS?



Working families are the engine that drives our economy. Paid sick leave helps hardworking Nebraskans and businesses and means people won't have to choose between the paycheck they need and their family's health.

- Full-time, part-time and temporary employees
- This does NOT apply to federal, state or county employees

Paid sick leave benefits all Nebraskans:

- There are virtually no differences in paid sick leave between metro and non-metro areas. 35.6% of metro employers provide no paid sick leave, 35.5% non-metro employers provide no paid sick leave;
- Paid sick leave is important or very important to 78.7% of people who are considering new job opportunities. More than 95% of job seekers indicate that paid sick leave was at least somewhat important when weighing benefits.

NEBRASKA-SPECIFIC FACTS

STATEWIDE RESULTS ON PAID SICK LEAVE

Source: Nebraska Benefits report 2021 (data from 2020)

FULL-TIME EMPLOYEES (FTE):



56.6%

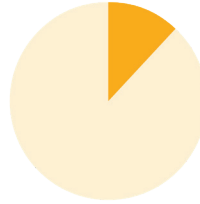
of full-time employees had **SOME** paid sick leave



35.5%

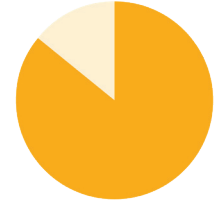
of full-time employees had **NO** paid sick leave

PART-TIME EMPLOYEES (PTE):



11.6%

of part-time employees had **SOME** paid sick leave



86.4%

of part-time employees had **NO** paid sick leave

EMPLOYEES WITHOUT PAID SICK LEAVE ACROSS INDUSTRIES



ACCOMODATION/FOOD SERVICE

56.7%
FULL-TIME

86.4%
PART-TIME



CONSTRUCTION

57.4%
FULL-TIME

93.3%
PART-TIME



EDUCATIONAL SERVICES

54.2%
FULL-TIME

76.8%
PART-TIME



MANUFACTURING

35.8%
FULL-TIME

91.8%
PART-TIME



MINING/QUARRYING/
OIL/GAS EXTRACTION

44.3%
FULL-TIME

91.8%
PART-TIME



RETAIL TRADE

41.9%
FULL-TIME

80.2%
PART-TIME



TRANSPORTATION/
WAREHOUSING SERVICES

55.5%
FULL-TIME

81.8%
PART-TIME

IT'S TIME TO MAKE *Nebraska*
WORK FOR WORKING NEBRASKANS.

