

ONE HUNDRED SIXTH LEGISLATURE

SECOND SESSION

LEGISLATIVE RESOLUTION 441

Introduced by Cavanaugh, 6.

PURPOSE: The purpose of this interim study is to examine issues related to paid family and medical leave, access to such leave in Nebraska, the need for such leave, and the impact of such leave on workforce development.

The study shall include, but not be limited to, an examination of the following:

(1) Access to and the need for parental leave for new parents to care for and bond with a new child that has joined the family through birth, adoption, or foster care placement;

(2) Access to and the need for caregiver leave for employees to care for a family member with a serious health condition;

(3) Access to and the need for medical leave for employees to respond to their own serious health condition;

(4) Access to and the need for bereavement leave for employees after the death of a family member;

(5) Access to and the need for military family leave;

(6) The impact a lack of access to leave has for workforce development and competition for talent in Nebraska;

(7) The impact Nebraska's aging population has on caregiving responsibilities for the state's younger workforce, the need for leave, and the retention of millennial workers;

(8) Gender disparities in caregiving roles and time dedicated to shared caregiving;

(9) Racial disparities in access to leave and the impacts a lack of leave has on racial equity;

(10) Economic disparities in access to and the need for leave policies;

(11) Public health concerns resulting from a lack of leave policies;

(12) The economic impacts of denying workers leave, including, but not limited to, the cost of employee turnover, lost productivity, higher costs associated with delayed medical care, and the costs of lost wages;

(13) Public opinion and support for paid family and medical leave; and

(14) Potential statutory changes needed to expand access to paid family and medical leave for Nebraska workers and possible avenues for such statutory change.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED SIXTH LEGISLATURE OF NEBRASKA, SECOND SESSION:

1. That the Business and Labor Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.