

Nebraska labor law checklist 2026

Minimum wage	\$15.00 an hour.
Tipped cash wage	\$2.13
Next change	\$15.26 (inflation adjustment; confirm with the Nebraska Department of Labor) on January 1, 2027
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	A 30-minute lunch period off the premises in each 8-hour shift, but only in assembly plants, workshops, and mechanical establishments.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	By the next regular payday or within 2 weeks, whichever comes first.
Final pay if they quit	By the next regular payday or within 2 weeks, whichever comes first.
Unused PTO	Required. Earned, unused vacation must be paid at separation.
Paid sick leave	Healthy Families and Workplaces Act, effective October 1, 2025, as amended: employers with 11 or more employees provide 1 hour for every 30 hours worked. Employers with 11 to 19 employees allow up to 40 hours a year; employers with 20 or more, up to 56 hours.
Paid family leave	No state paid family leave program. The federal FMLA gives eligible employees of employers with 50 or more employees up to 12 weeks of unpaid, job-protected leave.
Pay transparency	No statewide pay transparency law requiring pay ranges in job postings.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	Nebraska Department of Labor: https://dol.nebraska.gov

What trips up Nebraska employers

- ☐ Paid sick leave covers employers with 11 or more employees, with a higher cap at 20 or more.
- ☐ Earned vacation must be paid at separation.
- ☐ The minimum wage begins annual inflation adjustments on January 1, 2027.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

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