

ONE HUNDRED EIGHTH LEGISLATURE - SECOND SESSION - 2024
COMMITTEE STATEMENT
LB1408

Hearing Date: Monday February 12, 2024
Committee On: Business and Labor
Introducer: Sanders
One Liner: Require human trafficking informational posters in hotels, require hotels to adopt a policy and train employees, and limit liability as prescribed

Roll Call Vote - Final Committee Action:
Advanced to General File with amendment(s)

Vote Results:
Aye: 7 Senators Blood, Halloran, Hansen, Hunt, Ibach, McKinney, Riepe
Nay:
Absent:
Present Not Voting:

Testimony:

Proponents:

Senator Rita Sanders
Katie Wright
Rich Otto
Karen Bowling

Representing:

Opening Presenter
American Hotel and Lodging Association
Nebraska Hospitality Association
Nebraska Family Alliance

Opponents:

Randi Scott

Representing:

Nebraska Association of Trial Attorneys

Neutral:

Scott Thomas

Representing:

US Institute Of Diplomacy And Human Rights/Village
In Progress Nebraska

* ADA Accommodation Written Testimony

Summary of purpose and/or changes:

LB 1408 would require hotels to be included on the list of places where human trafficking informational materials are posted. These materials are designed to educate the public and connect human trafficking victims to critical resources. The bill also establishes the development of human trafficking training curriculum and would require hotel owners to train all employees within 180 days of employment and to be in compliance with human trafficking laws within the state.

Section 1: Amends 81-1430 by expanding the requirements of posting human trafficking informational posters to include hotels and similar public lodging establishments.



Section 2: Amends 81-1431 by removing obsolete language and creates a new provision requiring hotels train employees on issues regarding human trafficking. The curriculum would be developed in partnership with the human trafficking task force, Department of Labor and hotels. The curriculum recommendations must be developed by December 1, 2024. The training curriculum must consist of:

- Human trafficking and the commercial exploitation of human trafficking
- How to identify individuals at risk of human trafficking
- How to identify signs of human trafficking
- Differences of labor trafficking and sex trafficking
- Understanding how hospitality employees can report and respond to potential or suspected human trafficking
- Providing the national human trafficking resource center hotline toll-free telephone number, text line number, and numbers for local law enforcement.

Section 3: New section with provisions requiring hotel owners:

- Train all new employees on human trafficking as required by state law (81-1431) within 180 days of employment and annually certify to the Department of Labor.
- Implement reporting procedures of suspected human trafficking to the National Human Trafficking Resource Center Hotline or local enforcement agency
- Implement a human trafficking prevention policy

If the hotel owners are in compliance, they will not be found liable for any act or omission arising out of or related to human trafficking committed by a third party at the hotel unless the hotel knowingly assists in the commission of human trafficking.

The Department of Labor is required to keep a list of hotels that are not in compliance with the requirements of this section. If a hotel is found non-compliant, they have 90 days to cure any violation.

State agencies should ensure, to the extent practical, that any hotels booked for work purposes are not on the list of hotels out of compliance with this section.

The Department of Labor has the ability to create rules and regulations to carry out this section.

Explanation of amendments:

AM 2887 amends LB 1408 by removing the requirement that hotels provide mandatory training and establishing training curriculum in human trafficking to their employees.

Additionally, AM 2887 removes the Department of Labor as the custodian of documenting training completion by hotels and their employees. As provided by the Attorney General's Office, hotels would be maintaining their own training archives, and would be responsible for publishing their compliance on their own websites. (By Removing the Department of Labor as the custodian of these archives removes the fiscal note, so this bill no longer carries a fiscal note)

Finally, AM 2887 broadens definitions of hotel employees to "employees of hotels and similar public lodging establishments"; defines the meaning of "hotel"; as described in



Neb. Rev. Stat. 81-3707 instead of referencing only the statute in the original bill.

Merv Riepe, Chairperson

