

# VOTING RECORD

YOUR LEGISLATORS' VOTING  
RECORD ON SMALL BUSINESS  
ISSUES | 2025-2026 EDITION

Votes by your state legislators on key small business issues are listed here. Although this Voting Record does not reflect all elements considered by a lawmaker when voting, nor does it represent a complete profile of a legislator, it can be a guide in evaluating your legislator's attitudes toward small business. Please thank those legislators who supported small business.

## LEGISLATURE

**1. Minimum Wage Cap (2025 – LB 258):** Caps the annual increase in the Nebraska minimum wage at 1.75% per year, instead of the consumer price index and creates a youth and training wage. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 33-16. Signed by the governor.

**2. Paid Sick Leave Reform (2025 – LB 415):** Amends the Nebraska Healthy Families and Workplaces Act (Paid Sick Leave Initiative) to exempt employers with 10 or fewer employees, eliminate the private cause of action, and exclude independent contractors. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 33-16. Signed by the governor.

**3. Workers' Compensation Confidentiality (2025 – LB 455):** Require that workers' compensation first reports of injury be confidential for a period of 60 days to protect employer and employee privacy. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 37-12. Signed by the governor.

**4. Cyber Security Liability Protection (2025 – LB 241):** Provides that private businesses shall not be liable in a class action lawsuit resulting from a cybersecurity event unless the cybersecurity event was caused by willful, wanton, or gross negligence on the part of the private entity. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 36-11. Signed by the governor.

**5. Reduce the Inheritance Tax (2025 – LB 468):** Reduces the Nebraska Inheritance Tax rate for all individuals to 1% and increase the exemption to \$100,000 per beneficiary. **A "YES" vote supports the NFIB position.** MO 252 failed on a vote of 31-11.

**6. Nebraska Worker Adjustment and Retraining Notification Act (2026 – LB 921):** Adopts the Nebraska Worker Adjustment and Retraining Notification Act (WARN Act) to require employers to notify the Department of Labor when a mass layoff event occurs that affects 25 or more employees at least 60 days in advance of the mass layoff event. AM 2786 changed the threshold from employers with 25 or more employees to 100 or more employees. **A "YES" vote supports the NFIB position.** AM 2786 was adopted on a vote of 37-0.

**7. Establish Publicly Accessible Financial Database for Political Subdivisions (2026 – LB 969):** Enhance transparency and public accountability in the financial operations of Nebraska's political subdivisions by requiring the Auditor of Public Accounts to create, maintain, and publicly host a comprehensive online database containing detailed financial information for all counties and municipalities statewide. **A "YES" vote supports the NFIB position.** AM 3109 to LB 1075 (LB 969) was adopted 45-0.

**8. Pharmacy Benefit Manager Reform (2025 – LB 198):** Prohibit "spread pricing" in pharmacy benefit manager (PBM) contracts, prohibit PBMs from retaliating against pharmacies for refusing to dispense prescription drugs at a loss, and prohibit PBMs from steering patients away from local pharmacies to their mail order pharmacies. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 49-0. Signed by the governor.

**9. Mandatory Server Alcohol Training Act (2025 – LB 178):** Require that individuals engaged in the sale, service, or mixture of alcohol to complete mandatory training. **A "NO" vote supports the NFIB position.** Failed on a vote of 9-26.

**10. Organized retail theft and financial crimes (2025 – LB 559):** Creates new crimes for organized retail theft, organized financial crimes, and use of skimmer devices. **A "YES" vote supports the NFIB position.** Passed the Legislature on a vote of 43-6. Signed by the governor.

## VOTING KEY

**Y** = Voted "Yes"

**^** = Not in office at time of vote

**N** = Voted "No"

**%** = Percentage of Votes Favorable to NFIB Position

**\*** = Did Not Vote

**N/A** = Not Enough Votes to Score (5 Required)

## LEGISLATURE VOTING RECORD

Issue Number	1	2	3	4	5	6	7	8	9	10	%	
<b>NFIB Position</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>100%</b>	
Legislator	District											
Bob Hallstrom	1	Y	Y	Y	Y	Y	*	Y	Y	N	Y	100%
Rob Clements	2	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Victor Rountree	3	N	Y	N	N	N	Y	Y	Y	Y	Y	50%
R. Brad von Gillern	4	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Margo Juarez	5	N	N	N	N	N	Y	Y	Y	Y	Y	40%
Machaela Cavanaugh	6	N	N	N	N	N	*	Y	Y	Y	N	22%
Dunixi Guereca	7	N	N	N	*	*	*	*	Y	N	Y	50%
Megan Hunt	8	N	N	N	N	*	*	Y	Y	*	N	29%
John Cavanaugh	9	N	N	N	N	N	Y	Y	Y	N	Y	50%
Wendy DeBoer	10	N	N	N	N	N	*	Y	Y	Y	Y	33%
Terrell McKinney	11	N	N	N	N	N	Y	Y	Y	*	N	33%
Merv Riepe	12	Y	Y	Y	Y	*	Y	Y	Y	N	Y	100%
Ashlei Spivey	13	N	N	N	N	N	*	Y	Y	*	N	25%
John Arch	14	Y	Y	Y	Y	Y	*	Y	Y	*	Y	100%
Dave Wordekemper	15	N	N	Y	Y	Y	Y	Y	Y	N	Y	80%
Ben Hansen	16	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	100%
Glen Meyer	17	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Christy Armendariz	18	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Robert Dover	19	Y	Y	Y	Y	*	Y	*	Y	N	Y	100%
John Fredrickson	20	N	N	N	N	*	Y	Y	Y	*	Y	50%
Beau Ballard	21	Y	Y	Y	Y	Y	*	Y	Y	N	Y	100%
Mike Moser	22	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Jared Storm	23	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Jana Hughes	24	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Carolyn Bosn	25	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	100%
George Dungan	26	N	N	N	N	N	Y	Y	Y	*	N	33%
Jason Prokop	27	N	N	Y	Y	*	Y	Y	Y	*	Y	75%
Jane Raybould	28	Y	Y	Y	Y	N	Y	Y	Y	N	Y	90%
Eliot Bostar	29	N	N	Y	Y	N	Y	*	Y	*	Y	63%
Myron Dorn	30	Y	Y	Y	*	Y	Y	Y	Y	Y	Y	89%

## VOTING KEY

**Y** = Voted "Yes"

**^** = Not in office at time of vote

**N** = Voted "No"

**%** = Percentage of Votes Favorable to NFIB Position

**\*** = Did Not Vote

**N/A** = Not Enough Votes to Score (5 Required)

## LEGISLATURE VOTING RECORD (continued)

Issue Number		1	2	3	4	5	6	7	8	9	10	%
NFIB Position		Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Legislator	District											
Kathleen Kauth	31	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Tom Brandt	32	Y	Y	Y	Y	Y	*	Y	Y	Y	Y	89%
Dan Lonowski	33	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Loren Lippincott	34	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Dan Quick	35	N	N	Y	Y	*	Y	Y	Y	*	Y	75%
Rick Holdcroft	36	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	90%
Stan Clouse	37	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	90%
Dave Murman	38	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Tony Sorrentino	39	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Barry DeKay	40	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Fred Meyer	41	Y	^	Y	^	^	Y	Y	^	^	^	N/A
Mike Jacobson	42	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Tanya Storer	43	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Teresa Ibach	44	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	100%
Rita Sanders	45	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	100%
Danielle Conrad	46	N	N	N	N	N	*	*	Y	Y	N	13%
Paul Strommen	47	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Brian Hardin	48	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%
Bob Andersen	49	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	100%