



MEMORANDUM

ImagiNE Nebraska Act Guidance

This Policy remains effective until it is amended, superseded, or rescinded.

SUBJECT: Sufficient Benefits

This guidance document is advisory in nature but is binding on the Department of Economic Development (DED) until amended. A guidance document does not include internal procedural documents that only affect the internal operations of DED and does not impose additional requirements or penalties on regulated parties or include confidential information or rules and regulations made in accordance with the Administrative Procedure Act. If you believe that this guidance document imposes additional requirements or penalties on regulated parties, you may request a review of the document.

ISSUE:

- I. What is a sufficient package of benefits?

CONCLUSION:

- I. Beginning with applications filed on or after January 1, 2021, an applicant must provide the following package of benefits:
 - A. If an employer offers paid time off (vacation and/or sick leave) to an employee, the employer must provide that employee at least two of the benefits listed below.
 - B. If an employer does not offer paid time off (vacation and/or sick leave) to an employee, the employer must offer that employee at least four of the benefits listed below.

Eligible benefits include:

- Family Health Insurance
- Life/Disability Insurance
- Dental Insurance
- Retirement
- Vision Insurance
- Tuition Reimbursement
- Childcare
- Transportation Subsidy

END OF GUIDANCE MEMORANDUM