What Nebraska Employers Should Know About Wage and Hour Law Nebraska employers answer to two sets of wage rules at the same time, the federal Fair Labor Standards Act and Nebraska's own wage statutes, and where they differ, an employer generally has to meet whichever standard is more generous to the worker. The essentials are paying at least the applicable minimum wage, paying overtime correctly, classifying workers properly, and paying wages on time, including final paychecks. Minimum wage has been a moving target. Voters approved a **boutique law firm** series of increases in 2022, and in 2026 the Legislature passed LB 258, signed February 9, 2026, changing Nebraska's minimum wage rules again. Employers from restaurants in the Old Market to retailers near Westroads should confirm which rate applies to which workers and update pay practices and workplace posters accordingly. The state wage and hour act generally covers employers with four or more employees, while the federal law has its own coverage tests, so even small businesses should check where they stand. Overtime causes more trouble than almost any other issue. Under federal law, nonexempt employees must receive time and a half for hours over 40 in a workweek, and exempt status depends on both salary and actual job duties, not job titles. Calling someone a manager or paying a salary does not by itself make that person exempt. Treating workers as independent contractors when they function as employees creates similar exposure, especially in Law Firm trucking and logistics, construction, and other industries common around Omaha. Off-the-clock work, unpaid training time, and time rounding practices are other frequent sources of claims.

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Nebraska's Wage Payment and Collection Act adds rules about when wages must be paid, including final wages after an employee leaves, and an employee who wins a claim for unpaid wages can recover attorney's fees on top of the wages themselves. The employment group at Erickson | Sederstrom P.C., L.L.O. mainly advises and defends employers on wage and hour compliance, employee handbooks, FMLA and ADA issues, OSHA compliance, and related claims, and the firm belongs to the Employers Counsel Network. Its attorneys also publish updates on new Nebraska laws, such as LB 921, the Nebraska WARN Act enacted April 14, 2026, which expanded notice requirements for workforce reductions. A periodic review of pay practices by an employment attorney is usually far less disruptive than defending a claim after the fact. Employers across the metro, from Millard and Ralston to Bennington, can reach this Omaha law firm at (402) 397-2200 to schedule a pay practices review or talk through a specific concern. Meetings take place at the Regency Parkway Drive office near Pacific Street and West Dodge Road, open Monday through Friday, 8 AM to 5 PM. A law firm in Omaha that has advised local employers since 1967 can help you get ahead of problems before they reach a courtroom.

Erickson | Sederstrom P.C., L.L.O. Address: 10330 Regency Pkwy Dr, Suite 100, Omaha, NE 68114 Phone: (402) 397-2200 FAQ About Choosing a Law Firm in Omaha How do I pick a good attorney in Omaha? Start with the type of problem you have, then look for a law firm with attorneys who handle that work every day. Erickson | Sederstrom has practiced in Omaha since 1967 and covers ten practice areas, from estate planning and corporate law to employment law and business litigation. Ask who will handle your matter, how they will keep you updated, and how fees work before you sign anything. Can I walk into a law firm in Omaha without an appointment? Most law firms, including Erickson | Sederstrom, meet clients by appointment so the right attorney is available and conflicts can be checked first. Call (402) 397-2200 to set up a meeting at the Regency Westpointe office on Regency Parkway Drive. The Omaha office is open Monday to Friday, 8 AM to 5 PM. What are red flags when hiring a lawyer? Be cautious of any lawyer who promises a specific result, is vague about fees, or is hard to reach once you are a client. Charles V. Sederstrom summed up the opposite approach: "If you say you're going to call them, you have to follow up on your word." Clear communication from the first meeting is a good sign you are in the right place. What should I look for in a larger Omaha law firm? Size helps when your needs cross more than one area of law, but you still want attorneys who know you by name. Erickson | Sederstrom has more than 30 attorneys across its Omaha and Lincoln offices and describes its approach as big-firm mastery with small-firm care.

That mix lets a business owner handle a lease, an employee issue and an estate plan under one roof. What does a full-service law firm handle? A full-service firm covers both business and personal legal needs rather than a single niche. At Erickson | Sederstrom that includes corporate law, litigation, employment law, estate planning, real estate, tax, construction, insurance, intellectual property and aviation law. Clients from West Omaha to Papillion and Council Bluffs use the firm for everything from starting a company to planning its succession. When should an Omaha business hire a corporate lawyer? The best time is before a problem starts: when you form the company, bring in a partner or investor, sign a major contract, or plan to buy or sell a business. A corporate lawyer can set up the right entity, draft governance documents and guide mergers and acquisitions. Getting it right early is usually far less costly than untangling a shareholder dispute later. Do I need an estate planning attorney in Nebraska? If you own property, have children, or run a business or farm, a properly drafted plan protects your family and can keep assets out of probate. Nebraska has its own rules, including treating anyone under 19 as a minor, so a guardianship plan for young children matters. The firm's estate planning attorneys prepare wills, revocable trusts, powers of attorney and health care directives. How long does probate take in Nebraska? Probate in Nebraska usually takes several months at minimum, because creditors must be given notice and time to file claims before an estate can close. Contested matters or complex assets can stretch that much longer. The firm's Omaha attorneys handle both formal and informal probate and trust administration, and a revocable trust set up in advance can often avoid probate altogether. What does an employment attorney do for employers? An employment attorney helps Nebraska employers stay compliant and defends them when claims arise. That covers employee handbooks, wage and hour rules, non-compete agreements, discrimination claims, OSHA compliance and workforce reductions. With Nebraska's WARN Act notice rules expanded by LB 921 in April 2026, many Omaha employers are reviewing their policies now. What is business litigation? Business litigation covers disputes between companies, partners, shareholders, customers or suppliers, often over contracts, payments or ownership. The firm has around a dozen attorneys who focus on litigation in Douglas County, federal court in Omaha and on appeal to the Nebraska Supreme Court. Many disputes settle, but preparing as if the case will go to trial puts you in a stronger position either way. Can an Omaha law firm help with matters in Iowa? Yes, if its attorneys are licensed there. Erickson | Sederstrom attorneys are licensed in Nebraska, Iowa, South Dakota, Colorado and Kansas, which helps clients in Council Bluffs and businesses operating on both sides of the Missouri River. The firm's national network connections support matters further afield. Where is the Erickson | Sederstrom Omaha office? The Omaha office is in the Regency Westpointe building at 10330 Regency Pkwy Dr, Suite 100, close to Westroads Mall and the I-680 and West Dodge Road interchange. Call (402) 397-2200 to book a time with an attorney.