

Informational Pamphlet

Initiative Measure Nos. 432 & 433

Appearing on the 2022 General Election Ballot



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This pamphlet is intended to provide the voters of Nebraska with additional information about the measures proposed via the initiative petition process that will appear on the November 8, 2022 General Election ballot.

Each measure contains three portions: the text of the measure, the language which will appear on the November ballot, and arguments supporting and opposing the measure. The arguments are derived from information provided to the Secretary of State from supporters and opponents of this measure.

Additional copies of this pamphlet may be obtained through local election officials or the Office of the Secretary of State. This pamphlet may also be reproduced in whole or in part without prior permission.

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INITIATIVE MEASURE 432

Ballot Title and Text for Initiative Measure 432

Proposed by Initiative Petition

A vote "FOR" will amend the Nebraska Constitution to require that, before casting a ballot in any election, a qualified voter shall present valid photographic identification in a manner specified by the Legislature.

A vote "AGAINST" means the Nebraska Constitution will not be amended in this manner.

Shall the Nebraska Constitution be amended to require that, before casting a ballot in any election, a qualified voter shall present valid photographic identification in a manner specified by the Legislature?

- For
- Against

Full Text of Proposed Measure 432

OBJECT STATEMENT: The object of this petition is to amend the Nebraska Constitution to require that, before casting a ballot in any election, a qualified voter shall present valid photographic identification in a manner specified by the Legislature to ensure the preservation of an individual's rights under the United States Constitution.

Proposed Constitutional Amendment Language

(underscored language indicates added language, ~~strike through~~ indicates language being removed)

TEXT: Article I, section 22, of the Constitution of Nebraska shall be amended as shown:

I-22 (1) All elections shall be free; and there shall be no hindrance or impediment to the right of a qualified voter to exercise the elective franchise.

(2) Before casting a ballot in any election, a qualified voter shall present valid photographic identification in a manner specified by the Legislature to ensure the preservation of an individual's rights under this Constitution and the Constitution of the United States.

Arguments For and Against Initiative Measure 432

Supporters contend:

Nebraska voters deserve to have confidence in our election process because it ensures our entire system of democracy, which protects our freedoms. Nebraska is one of only 16 states where no documentation is required to vote, and it is time to increase election security measures. Requiring an ID is a common sense move which is already required to do everyday activities like purchase alcohol, board a plane, set up a bank account, apply for government benefits like SNAP or Medicaid, pick up a prescription, and rent or buy a house or car. Requiring IDs to cast a vote will ensure election integrity and increase voter confidence in the process.

Opponents contend:

This constitutional amendment imposes severe restrictions on your right and ability to vote. It is unnecessary; no cases of voter impersonation have ever been found in Nebraska's elections. This amendment does not specify the type of ID required and tasks the Legislature to decide. Nebraska voters already are required to provide verification of their identity when registering to vote. In other voter ID states, seniors, low-income, and highly mobile workers are often prevented from voting. At least 54,500 to 70,000 Nebraskans will be immediately affected, plus thousands who carry IDs with out-of-date information. It is a costly fix for a nonexistent problem: a similar bill in 2018 estimated \$2.9 million in first-year taxpayer costs and an annual cost of over \$750,000.

INITIATIVE MEASURE 433

Ballot Title and Text for Initiative Measure 433

Proposed by Initiative Petition

A vote "FOR" will amend the Nebraska statute establishing a minimum wage for employees to increase the state minimum wage from nine dollars (\$9.00) per hour to ten dollars and fifty cents (\$10.50) per hour on January 1, 2023, to twelve dollars (\$12.00) per hour on January 1, 2024, to thirteen dollars and fifty cents (\$13.50) per hour on January 1, 2025, and to fifteen dollars (\$15.00) per hour on January 1, 2026, to be adjusted annually thereafter to account for increases in the cost of living.

A vote "AGAINST" means the Nebraska statute establishing a minimum wage for employees will not be amended in such manner.

Shall the Nebraska statute establishing a minimum wage for employees be amended to increase the state minimum wage from nine dollars (\$9.00) per hour to ten dollars and fifty cents (\$10.50) per hour on January 1, 2023, to twelve dollars (\$12.00) per hour on January 1, 2024, to thirteen dollars and fifty cents (\$13.50) per hour on January 1, 2025, and to fifteen dollars (\$15.00) per hour on January 1, 2026, to be adjusted annually thereafter to account for increases in the cost of living?

- For
- Against

Full Text of Proposed Measure 433

OBJECT STATEMENT: The object of this petition is to amend Nebraska’s minimum wage law to increase the state minimum wage from nine dollars (\$9.00) per hour to ten dollars and fifty cents (\$10.50) per hour on January 1, 2023, to twelve dollars (\$12.00) per hour on January 1, 2024, to thirteen dollars and fifty cents (\$13.50) per hour on January 1, 2025, and to fifteen dollars (\$15.00) per hour on January 1, 2026, to be adjusted annually thereafter to account for increases in the cost of living.

Proposed Text of Statutory Initiative Petition

(underscored language indicates added language, ~~strike-through~~ indicates language being removed)

TEXT: FOR AN ACT relating to the Wage and Hour Act; to amend sections 48-1203, Revised Statutes Cumulative Supplement, 2020; to change the minimum wage as prescribed; and to repeal the original section.

Be it enacted by the people of the State of Nebraska,

Section 1. Section 48-1203, Revised Statutes Cumulative Supplement, 2020, is amended to read:

48-1203 (1) Except as otherwise provided in this section and section 48-1203.01, every employer shall pay to each of his or her employees a minimum wage of:

~~(a) Seven dollars and twenty five cents per hour through December 31, 2014;~~

~~(b) Eight dollars per hour on and after January 1, 2015, through December 31, 2015; and~~

~~(c) (a) Nine dollars per hour on and after January 1, 2016, through December 31, 2022;~~

(b) Ten dollars and fifty cents per hour on and after January 1, 2023 through December 31, 2023;

(c) Twelve dollars per hour on and after January 1, 2024, through December 31, 2024;

(d) Thirteen dollars and fifty cents per hour on and after January 1, 2025, through December 31, 2025; and

(e) Fifteen dollars per hour on and after January 1, 2026, through December 31, 2026.

(2) The minimum wage established in subdivision (1)(e) of this section shall be increased on January 1, 2027, and on January 1 of successive years, by the increase in the cost of living. The increase in the cost of living shall be measured by the percentage increase, if any, as of August of the previous year over the level as of August of the year preceding that year in the consumer price index for all urban consumers (CPI-U) for the Midwest Region, or its successor index, as published by the U.S. Department of Labor, or its successor agency, with the amount of the

minimum wage increase rounded up to the nearest multiple of five cents. No later than October 15 of each year, commencing October 15, 2026, the Nebraska Department of Labor shall calculate and publish the minimum wage rate that will take effect the following January 1.

(3) For persons compensated by way of gratuities such as waitresses, waiters, hotel bellhops, porters, and shoeshine persons, the employer shall pay wages at the minimum rate of two dollars and thirteen cents per hour, plus all gratuities given to them for services rendered. The sum of wages and gratuities received by each person compensated by way of gratuities shall equal or exceed the applicable minimum wage rate provided in subsection (1) or (2) of this section. In determining whether or not the individual is compensated by way of gratuities, the burden of proof shall be upon the employer.

(4) Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least seventy-five percent of the minimum wage rate which would otherwise be applicable.

Section 2. Original section 48-1203, Revised Statutes Cumulative Supplement, 2020, is repealed.

Arguments For and Against Initiative Measure 433

Supporters contend:

Nebraskans who work hard full time should not have to live in poverty. Right now, working families can't make ends meet because wages haven't kept up and parents can't afford to pay rent and put food on the table at today's minimum wage of \$9 an hour, just \$18,000 a year.

Initiative 433 will gradually increase the minimum wage to \$15 an hour by 2026. This will benefit people employed as home care aides, school aids, waitstaff, and skilled assembly line workers as well as thousands of children in Nebraska whose working parents make less than \$15 per hour. When a minimum wage worker in Nebraska gets a small raise, that's money that goes directly into Nebraska communities, small businesses, and the local economy.

Opponents contend:

The minimum wage was never meant to be a "living wage," but an "entry level" wage for young people or first-time workers. These wage increases are a 66.7% surge over three years and increase inflation. Most minimum wage jobs are with small businesses or franchisees and those owners cannot afford higher wages. This hits rural Nebraska harder where the cost of living is lower. This increase causes employers to raise prices for their product or service and pass those costs onto consumers. Increasing the wage every year will force businesses to "step-up" their other salaries, which is also inflationary. A higher minimum wage forces companies to reduce their workforce and increase automation. This measure forces increases for tipped wage employees. Some small businesses will close because they can't afford the new mandatory wage.