

LB 574 and LB 575 are not good for business.

To the Honorable Jim Pillen, Governor of Nebraska and the Members of the 108th Nebraska State Legislature:

As business leaders in Nebraska, we are grateful for the leadership and support shown from the legislature to the business community. An issue we have a high degree of interest in is improving Nebraska's ability to retain and attract talent to meet business needs. According to the Nebraska Chamber of Commerce, there are currently 32 available workers per 100 open jobs, meaning there are nearly three jobs per available worker in Nebraska. The challenges we face in filling the approximately 80,000 positions we have available in the State is hurting our business' ability to compete and meet client expectations. It is also impacting our current employees who may be overly burdened with assuming the workload and responsibilities from the jobs left unfilled.

Due to our limited talent pool, many of our businesses are being forced to create jobs in other states that we would prefer to grow in Nebraska. For those businesses who are unable to hire outside the state, they simply need to try to find a way to continue without adequate workforce. Some have given up and closed, others continue to work hard to figure it out.

We fully understand our role as business owners and leaders to solve this issue. However, the State can and should help as well. We commend you for the work you have done related to tax policy that is helpful for talent attraction and retention.

However, the current social legislation being considered is equally important regarding the impact on talent. How we handle and vote on the current legislation being considered could either help us or hurt us.

The image and message of some of the current legislative policies (e.g. LB 574 and 575) sends a message to the marginalized communities that live here and for those of us who love and care for all Nebraskans is nothing short of discouraging and disappointing. The image this casts outside of our state is equally discouraging and disappointing.

Nebraska can avoid major competitive risks – and win investment, business, and talent – by sending a clear and consistent signal that all are welcome here and Nebraska is open for business. This message matters to large and small businesses, to tourism and travel bookers, and to talented workers.

When recruiting top talent, a welcoming stance toward all people matters—not just for marginalized workers. The next generation of workers, Millennials and Generation Z, aren't just wanting inclusive environments, they are demanding it. According to Pew Research, by the year 2025, 75% of the global workforce is expected to be made up of Millennials, therefore this is something Nebraska must be ready for in order to be a great place to do business in the future.

Businesses are watching state legislatures. They are investing in states with laws that foster diversity, equity, inclusion, and a robust workforce. And states that sanction discrimination simply cannot compete. Non-discrimination protections are an investment in stronger communities and a stronger economy.

Nebraska does not experience much net positive people migration as it is. This type of legislation makes it even more difficult for those of us who are working hard to improve migration performance.

We ask you to support Nebraska businesses by improving our ability to retain and attract talent for our workforces by voting against harmful social legislation like LB 574 and 575.

Signed:

A Novel Idea Bookstore
American National Bank
Audubon Great Plains
Bailey Lauerman
BCom
Bellevue University
BLIXT
BLUEBARN Theatre
Boldly Go Philanthropy
Carson Group
Category One Consulting
Cause Collective
Collective for Youth
Combined Health Agencies Drive
Community Information Trust
Completely KIDS
CQuence Health Group
Daycos
E Creative
Eagle Printing & Sign
Econic
Elevate Omaha
Emspace, Inc.
enCourage Advocacy Center
Ervin & Smith
Family Service Lincoln
Fiedler Law Firm, P.L.C.
Field Day Development
Friedman Law Offices PC LLO
Front Porch Investments
Give Nebraska

Gregg Grossman Inc.
Griffin Investments
Habitat for Humanity of Lincoln
Heartland Center for Reproductive
Medicine
Heartland Chiropractic Clinic
Heartland Family Service
Heartland Workers Center
Heartland Workforce Solutions
Holy Name Housing Corporation
Hope Harbor, Inc.
HopeSpoke
Inclusive Communities
Indigo Bridge Books
KidGlov
Kids Can Community Center
Kindred Psychology
Koenig|Dunne Law Firm
Kutak Rock LLP
League of Women Voters Greater
Omaha
Leonum Advisors
Lukas Partners
LUX Center for the Arts
Maxwell
Medical Maize, LLC
Medical Solutions
Method Holdings Ltd.
MOEC (Metro Omaha Education
Consortium)

Mosaic
NCHS
Nebraska AIDS Project
Nebraska Appleseed
Nebraska Children's Home Society
(NCHS)
Nebraska Civic Engagement Table
Nebraska Early Childhood
Collaborative
No More Empty Pots
Nonprofit Association of the
Midlands (NAM)
OBI Creative
Omaha Academy of Ballet
Omaha Community Foundation
Omaha Girls Rock
Omaha Public Schools Foundation
Omaha Steaks
Omaha Symphony
Omaha Zoo Foundation
Partnership 4 Kids
Pearl Street Counseling, LLC
Prime Choice Insurance
Principal Financial Group
Rabble Mill
Radio Talking Book Service
RISE Academy
River City Gender Alliance - RCGA
Robert Hancock & Co.
Sam & Louie's Scottsbluff
Saving Grace Perishable Food
Rescue, Inc.

She's Electable LLC
Sheelytown Market
Signature Performance, Inc.
Solstice & The Veil
Stoneburg Group LLC
Stubbs Chiropractic
Sun Valley Landscaping
Sunrise Inspirations PC
Tamayta
Ten Thousand Villages
The Bridge Behavioral Health
The HUB Central Access Point for
Young Adults
The Rose Theater
Together
Urban Abbey UMC
Verdis Group
VGA
Vis Major Brewing Co
Voices for Children in Nebraska
Warren Distribution
WhyArts
Wilhelm Mortgage
Women's Fund of Omaha
YWCA Grand Island
YWCA Lincoln
Zaiss & Company

(signatures as of 5/2/23 10:00 AM)