Workforce Reductions and the Nebraska WARN Act Omaha Employment Attorney On April 14, 2026, Nebraska enacted LB 921, a law that expanded notice requirements for workforce reductions and gave employers across the state a new set of obligations to think through before announcing layoffs or closing a location. For companies that already track the federal WARN Act, the state measure adds another layer to plan around. For a manufacturer on the 120th Street corridor or a logistics operation near Eppley Airfield, the question is no longer only whether federal notice rules apply, but how the Nebraska version fits alongside them. Erickson | Sederstrom P.C., L.L.O. has published updates on the new law because so many Omaha employers are asking the same thing: what do we need to do, and when? Workforce reductions are rarely just a legal event. They touch payroll, benefits, morale, customer relationships and sometimes the reputation a family company has built over decades. An employment attorney who works mainly with employers can help leadership map out the timeline, decide who receives notice, review severance and release agreements, and look at whether any part of the plan raises discrimination concerns under the ADEA or other statutes. Wage and hour issues matter too, since final paychecks, accrued leave and any pay changes tied to LB 258, the minimum wage bill signed February 9, 2026, all need to line up. The employment team at the firm advises on these moving parts together rather than one at a time. Employers with operations in Lincoln or elsewhere in the state face the same questions, and the firm's Lincoln office on South 13th Street serves them too.

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Timing is where many businesses get into trouble. A decision made in a Monday leadership meeting can become public by Wednesday, and notice rules do Click here for info not pause while a company sorts out its messaging. Planning early gives room to consider alternatives such as reduced hours, voluntary separation programs or transfers to another site, and it gives counsel time to prepare documents that hold up if a former employee later files a claim. When disputes do arise, the firm's litigation attorneys handle employment litigation and wrongful discharge defense, so the same law firm in Omaha that helped plan the reduction can stand behind it. Attorneys at the firm are licensed across Nebraska, Iowa, South Dakota, Colorado and Kansas, which helps employers with workers on both sides of the Missouri River in Council Bluffs and beyond. If your company is weighing layoffs, a plant closing or a restructuring, talk with an Omaha law firm before any announcement goes out. Call Erickson | Sederstrom at (402) 397-2200 to arrange a meeting at the Regency Parkway Drive office, near Westroads Mall and the I-680 and West Dodge Road interchange. The Omaha office is open Monday to Friday, 8 AM to 5 PM, and the employment team can walk through the Nebraska WARN Act and your plan in plain terms.

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.