

Hiring Your First Employees in Nebraska Employment Attorney Checklist Payroll software is the easy part. The harder part of hiring your first employees in Nebraska is everything that sits around the paycheck: how people are classified, what they are promised in writing, what they may take with them when they leave, and which state and federal rules start to apply as headcount grows. Sorting this out early is far easier than untangling it after a dispute has already started. The first item on any checklist is classification. Deciding whether a worker is an employee or an independent contractor, and whether an employee is exempt or non-exempt for overtime, drives wage and hour compliance. The next item is pay itself, which in Nebraska now includes minimum wage changes under LB 258, signed on February 9, 2026. An employment attorney at Erickson | Sederstrom P.C., L.L.O. can review those decisions before the first paycheck goes out, since the firm primarily advises and defends employers on wage and hour issues, discrimination claims, and wrongful discharge defense. Written policies come next. An employee handbook sets expectations around attendance, conduct, leave, and complaints, and it gives a business a consistent way to respond when problems come up. The firm drafts employee handbooks and manuals and advises on FMLA, ADA, and ADEA issues as they become relevant. Offer letters and, for key hires, executive employment agreements should match the handbook rather than contradict it. For a young company near Midtown Crossing **website** or a contractor in Ralston, getting these documents right the first time is usually simpler than rewriting them under pressure later.

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Protecting the business is the final piece. If new employees will see customer lists, pricing, or proprietary processes, the company should consider trade secret protections and, where appropriate, non-compete agreements. Those rules differ by state, and the firm has published comparisons of non-compete law across Nebraska, Iowa, Kansas, Missouri, Colorado and South Dakota. Workplace safety and OSHA compliance, workers' compensation coverage, and future obligations such as the Nebraska WARN Act, LB 921, round out the list as the company grows. Having an Omaha law firm available for these questions lets an owner spend more time running the business and less time guessing. Employers in Millard, Papillion, Benson, and throughout the metro can call (402) 397-2200 to review a hiring plan with the firm. The Regency Parkway Drive office near Westroads Mall is open Monday through Friday from 8 AM to 5 PM. Talking with a law firm in Omaha before your first hire is a simple way to start on solid footing.

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.