



## The Jury System and Employees

# To Employers of Jury Members

The right to a trial by jury is written into the United States and Nebraska Constitutions and is a fundamental right guaranteed to every citizen. Our system of justice depends on the willingness of private citizens to serve on juries and to make important decisions in court cases. The courts of the state are also depending on you as an employer to treat your employees fairly and excuse them from their regular work day without penalty for jury duty. Remember, jurors are selected randomly and are limited in their length of service.

Please help serve justice in Nebraska by supporting your employees throughout their service to Nebraska's courts.

### **Dealing with Your Temporary or "On Call" Employees**

All employees, whether temporary or "on call," are required to come to court when served with a jury summons. Please encourage these employees to participate in the system by allowing flexibility in their job schedules.

### **Returning to Work and Serving Partial Days**

Your employee may be required to serve anywhere from 1 day to several weeks depending upon the case or whether your employee is chosen to serve on a jury. Your employee may be required to check in with the court from day to day to see if he or she will be required to report for jury duty that day. The daily check-in procedure may last for several days or weeks, depending on the practice of the court in your county.

You should make arrangements with your employee concerning returning to work if he or she is released from service earlier than expected.

### **Juror Compensation**

Your employee is entitled to payment of a juror fee of \$35 per day for each required service day.



For persons with disabilities this brochure will be made available in other formats upon request.

Call 402.471.3730



Nebraska Supreme Court  
Office of the State Court Administrator

1213 State Capitol  
Lincoln, Nebraska

[www.supremecourt.ne.gov](http://www.supremecourt.ne.gov)

## How does jury service affect my employee's pay?

- (1) Employers may pay their employees their regular wage without regard to the juror fee paid to the employee,
- (2) The employer may deduct the juror fee paid to the employee from the employee's wages,
- (3) The employee may sign over his or her jury fee to the employer, or
- (4) The employee can waive the juror fee.

Inform your employee of company policy regarding juror fees. (Please keep in mind that the county may not send the employee their juror check for several weeks after their service.)

### Nebraska Statute 25-1640 states:

*"Any person who is summoned to serve on jury duty shall not be subject to discharge from employment, loss of pay, loss of sick leave, loss of vacation time, or any other form of penalty, as a result of his or her absence from employment due to such jury duty, upon giving reasonable notice to his or her employer of such summons. Any person who is summoned to serve on jury duty shall be excused upon request from any shift work for those days required to serve as a juror without loss of pay. No employer shall subject an employee to discharge, loss of pay, loss of sick leave, loss of vacation time, or any other form of penalty on account of his or her absence from employment by reason of jury duty, except that an employer may reduce the pay of an employee by an amount equal to any compensation, other than expenses, paid by the court for jury duty. Any person violating the provisions of this section shall be guilty of a Class IV misdemeanor."*

## Jury Service

The administration of justice is not a process in which shortcuts should be taken simply to speed up the procedure. The determination of truth and the fair and equitable application of the laws are important.

By supporting employees who serve on juries, you have the privilege of assisting the administration of justice. In addition, you will probably find that your employee's participation as an officer of the court is an interesting and educational experience.