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thing you have to remember is that this commission under the bill has powers beyond simply hiring somebody to do the consulting. In Section 5 of the bill they have powers to reach their own conclusions about the relative worth of certain categories and can report to the Governor on behalf of the commission what their findings are. So they have power in and of themselves to make some determinations. Given those factors I think that it is absolutely crucial that the commission not be biased towards any point of view, that it not be biased towards finding discrimination and prejudice and that it not be biased in the opposite direction. The problem with the commission the way it is set up under the committee amendments is the idea that it is structured to be biased in my opinion and let me tell you why. One of the members is from the Commission on the Status of Women. By any fair representation that commission is an advocate commission which is designed to seek out and to end discrimination. I don't think more needs to be said about what their bias will be. Two members are members of labor unions and they will have exactly the same kind of bias and let me tell you why. If, for example, discrimination is found as between two different job categories, logically you would think that there are several alternatives. First of all, you could bring the lower category up to the higher category or you could bring the higher category down to the lower category or you could do something in between. Logically those are the alternatives. In legal fact you don't have those alternatives. The Civil Rights Commission, there is already case law that says that in this instance where there is discrimination between two job categories, there is only one thing you can do. You can raise the lower category to the higher category and that is it. All right. Now you have two labor union members on the committee, two labor unions that represent state employees. What are they going to want? Obviously they are going to want the solution that finds discrimination because that means that certain categories of their employees will get automatic pay increases, you know maybe as much as 10 or 20 or 30 percent. So for three members of that committee you have a built-in advocacy group very strongly in favor of finding maximum discrimination and I think that that is not a good way to build an objective commission. Now, there is