

and the law of supply and demand determine and establish rates at which people may be employed and maintained on their jobs. And this is not my opinion. It just works. It is just a common sense approach. So I say to you once again, let's not spend a lot of money creating another costly commission of nonexperts to study this issue. I do not believe that this issue is going anyplace nationally. The State of Nebraska has a personnel director whose duty it is to make wage surveys, evaluate the levels of jobs and set pay schedules which will employ and maintain a work force. That has been working satisfactory for many years. The personnel director is doing a good job and let's leave this department alone. I believe that we have a lot better places to put our tax dollars than into another commission. I think this is a poor concept. I believe it is a poor bill and so I would urge you to vote against the advancement of this bill.

PRESIDENT: The Chair recognizes Senator Landis.

SENATOR LANDIS: Mr. Speaker and members of the Legislature, I support LB 700. I assure you that the cost of this committee will pale besides the potential liabilities of the state in defending itself in a lawsuit before the federal bench if we continue to ignore these discrepancies. This cost is a worthwhile investment compared to the kinds of things that we may be letting ourselves in for by refusing to undertake the task that is outlined for us in LB 700. With respect to defying supply and demand, ignoring the marketplace, this Legislature has seen to it that we include those factors not in the actual accumulation of statistics but in the making of recommendations to this body with respect to a schedule of change, it will overcome the discrepancies that I know we will find when we examine our own practices. One may not rely in the marketplace to act fairly. We can only expect the marketplace to do one thing and that is to reduce the cost of labor to its lowest possible legal and economically feasible point. The market will serve to keep the value of labor at its lowest possible amount. Any cursory examination of history will tell us that that is true. It should not be lost on us that when the immigration service decides to tighten up along our