

employment opportunities, as they are called, turn out to be rather opportunities to be injured, to do very heavy work for which some of the employees are not suited and they stay a short time on the job and leave or are fired if they complain too much. When they are fired, not having much money, they don't have a place to stay, they don't have the means to return to their home area so that they become a burden on the community where they find themselves. In Omaha various church groups, social organizations, even Department of Social Services have gotten involved in trying to mitigate the harm done to these groups of individuals. It is a moral issue, it is an ethical issue and the fact is that this area of recruitment of workers is not regulated by federal law or state law. There is federal legislation that relates to migrant agricultural workers and one of the centerpieces of that legislation is one of the centerpieces of LB 20 also. It requires that when the recruiting is done the individual must be given a statement in English and the language of the worker so that the terms will be spelled out and LB 20 gives those terms. Before this is over, I want to go through the bill point by point to discuss each aspect of it, but I'm trying to give you an overview first. Whenever the worker complement in a company reaches 10 percent or more and that 10 percent does not speak, write, understand English well enough to do the job or understand what is entailed in the job, then an interpreter must be made available at the plant. Since we're talking primarily about people from one part of the country and one language group, these companies usually will have a bilingual employee anyway. That person can serve in that role. There would have to be an employee among whose other duties would be the responsibility to be able to refer these workers to social agencies and other places to help them find solving of the problems that they're going to confront. Some of the things that I think I ought to tell you this time around is that in the definition of employee we do not include those who work in agriculture nor any individual employed as a child care provider in a private home. The reason the second one is not going to have any application, this draft of the bill deals with companies having 100 or more employees. Last year the bill that was advanced to the floor but did not have an opportunity to be discussed would have dealt with companies or enterprises hiring 10 people or more. Since the major problem is with these meat packing operations, the number was raised to 100. So we have the definition of employee. It would also concentrate on those people who are recruited from a distance of 500 miles or greater. Because so many of them, as a result of coming here