

SENATOR JANSSEN: Mr. Speaker, members, I still have some concerns on Section 2. Now if these can be answered by either Senator Bromm or Senator Chambers, I'd appreciate that. Now we are still at the 10 percent of the work force, right, on Section 2. Another question is, now will this interpreter have to be hired specifically as an interpreter or can it be someone within the work force that is not hired specifically for that job alone? And if an employer or representative of an employer actively recruits, now does this mean that if you don't actively recruit these people from 500 miles away, say you have 1,000 employees and you get 120 non-English speaking employees that just come to your plant and want to work there. You haven't recruited them. Do you still fall under the provisions of this statute? Let's see here, and at the workplace is another, on line 11, at the work place, does that mean you have to have someone there on each shift? Now it seems to me if you had 120 or 100 employees that were non-English speaking workers that you would be able to, as an employer, you would be able to have enough of these people, say if you have three shifts you could at least have someone available there to do this translation or whatever needs to be done. Now if you can still remember those questions, why, Senator Bromm, could you respond to that?

SPEAKER WITHEM: Senator Bromm.

SENATOR BROMM: Mr. Speaker, I'll try to, Senator Janssen, and if I've missed one of the questions, please ask it again. But the first question as I recall was do you still have to have the 10 percent threshold in order to come under the requirements that you have the bilingual employees conversant and that sort of thing and, yes, yes, you do have to have...well first of all you have to have more than 100 employees...

SENATOR JANSSEN: Mmm, hmm.

SENATOR BROMM: ...in Nebraska and you would have to actively recruit more than 500 miles away and you'd have to have more than 10 percent speak the same non-English speaking language to fall within the parameters of the bill.

SENATOR JANSSEN: All right, now if I have...if I employ 1,000 workers and 100 of those workers were non-speaking, non-English speaking employees and I did not actively recruit them, do I still fall under the provision?