

is a federally mandated program...you senators better do this or the feds are going to be after you. I'll suggest let's push the federal government right down to the bottom line and make them come out here to Nebraska and just show us what they're going to do to us if we don't create another bureaucracy. We're creating another bureaucracy, and when we say it isn't going to cost very much money, we're kidding ourselves. It's going to cost lots and lots and lots of money. The Office of Equal Opportunity can handle these problems, and I don't think we need another commission, and I'm sure by my remarks you are aware that I am opposed to LB 500. Thank you, Mr. President.

SENATOR NICHOL: Senator Cullan. Is Senator Cullan in the House? Senator Marsh.

SENATOR MARSH: Senator Nichol and members of the Legislature, I have in my hands remarks of Governor Charles Thone, which he presented at the Governor's Conference on Affirmative Action on March 6th, 1979, and I quote: Hiring and promotion practices in the State of Nebraska must assure equal treatment of all citizens, regardless of race, color, religion, national origin, age, sex, marital status, and physical or mental disability. Though the State of Nebraska may not have made a conscious intent to discriminate, the practices which tend to bar certain groups from equal opportunity are deeply imbedded in our cultural heritage. These practices are not easily changed, but we can change them if the state's leadership adopts an active policy for affirmative action. We must obtain accurate information on the Nebraska labor force and compare it with data on the racial and sex composition of each state agency's staff. That was his first point. Two: We must analyze our entry level requirements for jobs to determine whether they are fair to all groups. Three: We must create career ladders, opportunities and identify barriers to upward mobility as they affect particular groups. Four: We must increase our recruitment efforts of affected groups. In a recent study of a four state area conducted by the United States Commission on Civil Rights, Nebraska was compared with Iowa, Kansas and Missouri with regard to affirmative action. Frankly, Nebraska cannot be proud of its record in this regard. For instance, in addition to various discouraging statistics, it was reported that Nebraska employee's rating of their agencies' affirmative action efforts was below the average rating for the four states.

SENATOR NICHOL: One minute.