

our Governor does the same, and our Lt. Governor does the same. We know...we know, in our own hearts that women in this state do not have managerial positions in society, both in private industry and in state government in accordance with their population in the working force, and we know the same is true for blacks. Now private industry is doing a good job. Private industry has established at private industry costs their own affirmative action programs, and their own affirmative action officers, and they have worked over the last decade to bring women in the managerial positions, and to bring blacks in the managerial positions, and to basically make their labor forces reflective of the overall working population in the state. The State of Nebraska needs to do the same. We need to make certain that jobs are fully available to all classes in society, to all races in society, and to the two sexes in society, in equal proportions, in equal distributions. It takes this kind of affirmative response to make certain that the job gets done, and the \$58,000 that this bill will probably entail, not the \$116,000 since we've taken the University system out for constitutional reasons, but the \$58,000 this bill will probably entail is money well spent, because in the end it means more jobs for people who heretofore have been underemployed, or unemployed. It means more money in their pockets, more taxes in our till, and a better humane society. And all of us should support this bill and our Governor and our Lt. Governor wholeheartedly.

SPEAKER MARVEL PRESIDING

SPEAKER MARVEL: Senator Simon.

SENATOR SIMON: Mr. President and members of the body, I have a question regarding the Equal Opportunities Commission now. I'll ask it if anybody cares to answer it. Senator Marsh, if you want to answer it, or Senator Johnson, or somebody else. The question that I have, and I listened to Senator Haberman's remarks and believe it or not I think he makes some sense on this point. The question is this, could not, and I think that the comments that you made Senator Marsh are valid in terms of the problems that Nebraska has faced with equal opportunity, but could not the functions...could not the functions of the bill be placed under the EEOC without creating a new commission? Would you care to respond to that question? Senator Marsh, if you'd respond to that please.

SPEAKER MARVEL: Senator Marsh.