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of staff and its approach with people and this was the idea behind the study. Now I know that there is a good deal of concern about the relationship of this agency with businesses, with the manner in which cases have been handled, with its effectiveness, its need and its efficiency. Now it seems to me that if indeed there are these concerns and these are some of the concerns we talked about in the Appropriations Committee that it would be most appropriate to give funds to that agency to bring in some outside consultants that could look at those questions, that could come up with some suggestions to improve the operation, to improve its training of staff and utilization of staff, to improve the management of caseloads so that there would not be the long waiting period before they are handled and these are the sorts of things that I would think, if this Legislature is concerned about the Equal Opportunity Commission, it would like to see happen. So I think this is a worthwhile \$5,000 because it would provide for more effective and efficient utilization of their current budget. I think we would improve the handling of cases and ultimately improve the relations between the Equal Opportunity Commission and both those who file complaints and those against whom complaints have been filed. So I think this will pay off very well for the State of Nebraska. The reason it was identified separately was that it was a one time appropriation and we did not want it to be built in as an ongoing item. So I would oppose Senator Newell's motion.

SPEAKER MARVEL: Senator Murphy.

SENATOR MURPHY: I guess a question of Senator Fowler, as long as he is on his feet. Senator, who would select these people to make this study?

SENATOR FOWLER: It would be the Commission.

SENATOR MURPHY: It would be the Commission. We have got the fox watching the chicken. I have a problem, Senator, because one of my constituents as recently as two months ago contacted me and I think it typifies probably our problem in that they had had a complaint filed against them relative to the employment of a person who was a rather severe diabetic, and inasmuch as it was moving and dangerous machinery, they asked for a certificate from this person's doctor stating that the diabetes was under control and she would not be endangered as a result of her health and the employer heard no more from her. However, they did hear from the Employment Opportunity Commission filing the complaint, and when they explained the situation and