

question?

SENATOR KEYES: I will try, and if I can't I will go to Senator Marsh.

SENATOR CULLAN: Senator Keyes, I'm unclear perhaps as Senator Schmit was about the exact purpose and intent of this bill, especially as the need as I understand it created in another division within the department of personnel, as to the need for that. Are not any of these functions being carried out now? Is there a need to formalize this?

SENATOR KEYES: Senator Cullan, I think if you read the papers, the little girl that used to run the elevator out here...she filed suit in Omaha because she felt she was discriminated against in hiring. She said she could perform the job that offered to her. This job here will make certain that she wouldn't have to go to court. She would be able to go to this Committee and they would decide whether or not she was qualified for the job, and we would not be allowed to discriminate against a person because of blindness, hard of hearing or anything else if the job did not pertain to that.

SENATOR CULLAN: Are you saying that this Committee would overrule the action of a department head in hiring subordinates?

SENATOR KEYES: I'm not saying that. I'm saying that this department would offer guidance to that employee that came, and she wouldn't have to go to court. She could probably take the decision that was rendered there. It would be my impression.

SENATOR CULLAN: Senator Keyes, was affirmative action in the Bakke Decision vis-a-vis reversed discrimination discussed in your Committee at all? Do you think that this bill might, in fact, promote reverse discrimination?

SENATOR KEYES: It was discussed in the Committee and it was felt that it would not. It is part of the bill and part of the intention, and if you pull the transcript you will find that we were not interested and we talked about reverse discrimination, and it is not going to say that you shall hire someone of a different ethnic race, or handicapped, or something like that, preferably over someone who is of a predominate...boy I don't want to get myself in a mess here...in a predominate race. So, no, this... we...this is no intention of doing that.

SENATOR CULLAN: When I read the mandate in here for recruitment,