

speaking people from various different languages, they wouldn't be grouped together, they have to be of the speaking, or the 10 percent have to speaking the same language, is that correct?

SENATOR CHAMBERS: Right, before there is a requirement to provide an interpreter for those non-English speaking employees.

SENATOR VRTISKA: Okay, that's the part that I wasn't quite sure. Then the other part that I had some trouble with was in the recruitment area and I don't know whether Senator Beutler's amendments have fixed this up or not, but I had a little problem with if I was to take employment with a company in one of these plants and I decided it was a decent job and I had called my cousin and uncle and aunt and nephews from Texas or Mexico or wherever and they came up and went to work, would they be considered as being recruited?

SENATOR CHAMBERS: If you were not paid by the company or in some way induced by the company to do that, no, they would not be covered by this bill. But whether you worked there or not, if the company uses you as an agent, solicits your assistance to bring other people here, that is recruitment by the company.

SENATOR VRTISKA: Well, the question I...I guess the question I have is, how do you determine whether that person is actually being...obviously he's been recruited if somebody has called and told him there's a job up here and they want to come up and go to work. How do you determine whether that person was induced on his own or whether he thought the company provided good work and, therefore, he was recruiting people to come up here? I was trying to figure out...trying to understand what the difference would be.

SENATOR CHAMBERS: Senator Vrtiska, what you're talking about is what's known as a fact question if a dispute would arise, but the fact that the individual already working there invited a family member would mean that the person working there at the time does not have all these complaints that the bill is designed to address, so I know the chamber raises some of these issues but it...

SPEAKER WITHEM: One minute.

SENATOR CHAMBERS: ...overlooks the main thrust of the bill and I will speak more on it on my time because I don't want to use