

referral agent to community services for non-English speaking employees. It does not say they have to hire a new person. Does not say that you have to have somebody that is, you know, brought on at a considerable salary. It says that you have somebody whose primary responsibility includes, includes, it doesn't have to be their sole responsibility, it says it includes serving as a referral agent to community services for non-English speaking employees. In other words, they need somebody to basically act as an ombudsman, if you will, or with regard to the community, hey, where do I go to get my electricity turned on? Where do I go to find a rental unit? Where do I go to get a valid drivers license? Somebody that could communicate with these folks and help them in terms of their acclamation to the community. I mean this is not a huge issue for people who recruit these folks into their workforce. We're not talking about somebody who is a small employer. If the minimum requirement is 100 and 10 percent of that means we've got to have a workforce of at least 10 that fit the definition in the bill, you're asking that they basically help the community out to a certain extent in terms of...

SPEAKER WITHEM: One minute.

SENATOR HALL: ...directing these folks to the services that are out there and are available. That, to me, sounds like something that any employer would be more than willing to do in order to take care of their workforce. I can't think of an employer that size probably anymore that doesn't have an employee assistance program for their workforce that refers individuals to the various programs that are available in terms of special needs that they may have within their own family or themselves, if they have certain problems that they need help with. I could see where this is a capacity that an individual that works in that area could very likely serve and it would fit the very description regarding the position in subsection 2 of Section 2. It is not a difficult requirement for these employers to overcome, and I think it is within...

SPEAKER WITHEM: Time.

SENATOR HALL: ...their responsibility to expect that of them. Thank you, Mr. President. I would urge the rejection of Senator Bromm's amendment.

SPEAKER WITHEM: Senator Chambers, followed by Senator Witek.