

help, right?

SENATOR CHAMBERS: Right, actually more than 10 percent, but, yes, that's the threshold.

SENATOR VRTISKA: So if you only had one or two of these people that came there, they would not necessarily have to be given any type of assistance.

SENATOR CHAMBERS: There would not be a penalty against the employer under this bill for not giving that assistance but I would hope the employer would. That would not, they would not come under this bill.

SENATOR VRTISKA: I would hope so too and one of the things that I've thought about and I haven't gotten around to it, but I at one time thought about placing an amendment on this that anybody who was employed by one of these businesses perhaps should some in some way, and I see that some of them do, but should have in some way insist or somehow encourage non-English-speaking whether they be illiterate or whether they be from a foreign country, be required to take a course in English after they're employed so long so that they could better mold into the work place that they're at. You know, I don't know that that's necessary but I thought about that as a way of trying to overcome some of the problems that we're dealing with.

SENATOR CHAMBERS: Senator Vrtiska, I just happened to see an article in one of the letters to the editor's column where a lady was saying that their people...

SENATOR HALL: One minute.

SENATOR CHAMBERS: ...I wish I could remember the city, but it's in western Nebraska where they have worked at these packing plants, have been there for a period of time and they are taking language courses, but they have to be on the job long enough to feel that it is a stable employment and they're doing this.

SENATOR VRTISKA: I understand that it would be necessary that they would be around for some length of time and knew they were going to remain before it would be necessary, but I think maybe that's something that should be looked at, maybe could be incorporated into this at some point where there would be some encouragement for them to actually get the people to talk the