

February 10, 1995 LB 216

Senator Schimek. I appreciate the comments in support of the measure. To respond to Senator Bromm's comments, he said that...he asked if Nebraska was an at will state in so many words, and I said, absolutely. And Senator Bromm appeared to paint LB 216 as if it was somehow a repeal of the at will employment provision in the State of Nebraska. It is absolutely not, it is anything but. But, Senator Bromm, I'd be happy to cosponsor that amendment with you, if you'd be willing to support it, because that would take care of all your concerns in terms of the issue of whether or not the employee was somehow subjugated to the will of the employer in the example of the Chevy versus a Ford. Senator Schimek rightly pointed out the issue...

SPEAKER WITHEM: One minute.

SENATOR HALL: ...with regard to the proprietary interests of that Ford dealer would be taken care of by this bill. The fact of the matter is if the Ford dealer would give them the Ford to drive, the employee would be happy to drive it, happy to have the car. And based on the unemployment rate that we've had in this state, you can open the paper up on any given Saturday and find that car dealers are looking for salesmen, not a problem. But that's a whole 'nother issue. The issue behind the bill deals with...it would be a civil suit that would be involved. And Senator...the reason I disagreed and said no, Senator Bromm, is you said a civil rights action, I believe, and I think you just misspoke, or I misheard it, and that's why I said no. But the other aspect of it, of the bill that I wanted to point out is that this just doesn't deal with employees. It deals with people who are interviewing for jobs. It says, look, you can't have...

SPEAKER WITHEM: Time.

SENATOR HALL: Thank you.

SPEAKER WITHEM: Senator Hall, you're up next.

SENATOR HALL: Thank you, Mr. President. It says, the bill, that you can't have a standard out there that refuses an individual who was ready, willing and able to agree to all the terms and conditions of employment, all the personnel policies that the employer has out there, all the policies related to job performance, all the policies related to use of lawful products