

interpreter and some of the other things are already being done. There are other companies which have made it clear that the bill will have no effect on them, that these things which ought to be done. So in view of the cooperative effort that has been undertaken, I don't know of anything else that I need to say by way of explanation at this point. But if you have any questions, I will answer them.

SPEAKER WITHEM: Thank you, Senator Chambers. Senator Bromm.

SENATOR BROMM: Thank you, Mr. Speaker, and I listened as closely as I could. I was involved in some conversations with other senators while Senator Chambers was speaking, but from what I heard he gave a very accurate account of the work that has gone in to try to reach the accord that is in this amendment. This amendment probably isn't 100 percent acceptable to Senator Chambers and it probably isn't 100 percent acceptable to me or to probably not Senator Matzke that worked on it also, but I think there is a lot of good in the amendment and I think we have massaged some of the parts that gave me the most concern. At this point I want to establish, if I can, as clearly as possibly what some of the intents are and I will invite Senator Chambers to make comments if I misstate anything or if it isn't his understanding and I may ask him a question or two to try to make it clear also. One of the things that we haven't really maybe addressed in this amendment, but to me it's obvious, and that is that we're only talking about the employees that are recruited to work in Nebraska. Now if we have a national company that is doing business in Nebraska and they have several hundred employees in another state that are non-English speaking but they just have a few in Nebraska, and if you totaled up all their employees nationwide and they were more than 10 percent, in my way of thinking and my intent with regard to this amendment, they would not be subject to the amendment unless they recruited to Nebraska, and when you looked at their Nebraska employees they qualified in terms of having more than 10 percent non-English speaking and they recruited more than 500 miles from Nebraska or from the site of employment here, and I need to, if I could, ask Senator Chambers to tell me his understanding in that respect.

SPEAKER WITHEM: Senator Chambers.

SENATOR CHAMBERS: Yes, that is precisely my understanding and my intent. This bill only addresses the situation that exists