

accord on this, of companies who have another employee who is conversant with the language and serves this role. That meets the requirements of the bill. It's to have somebody at the site able to explain these things that a person needs to have explained in order to understand how to do the job.

SPEAKER WITHEM: Thank you, Senator Chambers. Senator Bromm, followed by Senator Day, Maurstad and Schrock.

SENATOR BROMM: Thank you, Mr. Speaker. I went to preface what I'm going to say by saying that on this bill the red flags went up for me when I read it. In fact, I was on Business and Labor two years ago when we first considered this identical bill as what the LB started out to be. Is my mike on? Okay. And, okay, red flags went up for me because I thought...I'm very concerned about the problem that the World-Herald article spoke of with the concern in Omaha that was bringing people in and I felt that was wrong. On the other hand I'm not great for creating more bureaucracy and I'm not in favor of creating more state employees to police people when probably 99 percent of the employers are doing the best that they can and doing a good job, so do you put something in place to regulate that small percentage that abuses the situation? Well that's why I started off trying to do some things that I thought would help make the bill more palatable, more acceptable to me anyway from a philosophical standpoint. As we've been going through this discussion some other things have occurred to me and I want to just mention them. We have a labor shortage in Nebraska. It's a given. And if we're going to grow and we're going to expand our tax base, we're going to have to bring companies in, we're going to have to expand our work force, we're going to have to have more working people. Where are they going to come from? It's a problem. It's a problem with businesses in my district. I'm not in Omaha, I'm not in Lincoln. It's a problem in my district finding workers. We're going to see more of this next year and in three years and in five years. We're going to be trying to recruit workers into this state, not necessarily all non-English speaking and not necessarily geared to non-English speaking, but there will be some non-English speaking people recruited or come in because they hear there are jobs here. So with that in mind, I was concerned about trying to establish some framework that would at least make a point with employers that if you're going to actively recruit and bring in non-English speaking people, there are some basic responsibilities that you have to society and to the state and I