

frankly think that most every good company does all of this and in some cases more. And Senator Crosby was asking about teaching English or helping these people make the transition into society and companies do that and I've got a company in my district that I think has helped the non-English speaking people be assimilated into the community very, very well. And I think the community has accepted them, the community has tried to help them and they're becoming good citizens of the community. And it's...you know, when an article is written like that one that we saw about the company in Omaha, I wish they would go out and interview and do an in-depth article on a company that is doing those things, that is meeting their...fulfilling their role in society because there is another side to that and that was one of the reasons that I got extremely involved. Now, I want to talk for just a moment about actively recruiting because I think there may be some questions about that about what that means. I just heard a question on the floor, if I put a sign up down in Texas that we have jobs in Omaha, Nebraska that pays such and such, is that actively recruiting? We wrestled with that. I had a couple proposals for definitions and we couldn't really get our heads together on that, Senator Matzke, Senator Chambers and I and Senator Landis...

SPEAKER WITHEM: One minute.

SENATOR BROMM: ...so what we did was we put a definition in subsection (1) of Section 1 which says, "Actively recruit means any affirmative act, as defined by the Department of Labor, done by or on behalf of an employer for the purpose of recruiting or hiring non-English speaking employees who reside more than 500 miles from the place of employment." Now the key words there that I think are very important are affirmative act. Your company isn't going to be subjected to this law just because you do something unintentional that workers fall into the workplace in your site and subject you to this. You have to do something in the way of an affirmative act. You have to go down there and recruit, you have to actively advertise there. Just because somebody hears from their brother-in-law up here that it's a good place to work or there's a job and they come up does not mean, does not fall into the definition of affirmative act. You'd have to be seeking those people doing something affirmatively as a company to attract those people here and that is our intent...

SPEAKER WITHEM: Time.