

SENATOR CHAMBERS: ...would then bring his bill, the "Repelicans" excoriate it and the Democrats flock to it, and the Democrats are supposed to be the party of the people; supposed to be those who understand the working person; those who supposedly are concerned about social values, social justice, civil liberties. But that certainly is not the case in this state. "Repelicans" or Democrats, we just have a collection of people who want to do the easy thing and go along with what exists in Nebraska, and that happens to be a milieu of racism and discrimination. Since I do have a voice and I can talk about it under the rules, that's what I intend to do again, and again, and again, and fight this bill on, and on, and on.

SENATOR CROSBY: Thank you, Senator Chambers. Senator Warner.

SENATOR WARNER: Madam President, members of the Legislature, briefly, I am on a motion to adopt, I assume, now the committee amendments. Visit, just briefly, again, about the bill, itself, or the committee amendment, as I indicated earlier this morning, the bulk of the legislation as proposed came out of the performance evaluation process in which a number of changes were made. We believe, I believe, at least, that it is an improvement. Some of the areas in which there were conflicts within the legislation, that is conflicts to the extent of the discrimination, there was one set of policies that dealt with age, another one with equal pay, and then similar, another set of policies with all the other job discriminations. Those have been combined and harmonized in a way that it tends to operate under one set of procedure, which I think is an improvement. The two-tier process, which is used by a great...it is a change that has been occurring, been used by a great many agencies with similar responsibilities around the country, including the federal government. As well as move in that direction, as I indicated this morning, the commission, itself, at its last meeting adopted that as a policy which will be implementing it, so that is consistent with that area. As I indicated this morning, the other policy issue is to the structure of the commission. This is neither a totally independent agency but neither is it a total code agency. The responsibility of the Office of Governor is that they can appoint a director, as similar to a code agency, but that director serves a fixed term. It is not at the pleasure of the Governor, in order to remove for cause. It is a six-year term. The same holds true of the members of the commission. They, as well, are appointed for