

NEBRASKA ADMINISTRATIVE CODE

FILED
MAR 13 1996
SECRETARY OF STATE

TITLE 230 - DEPARTMENT OF LABOR

CHAPTER 7 - NON-ENGLISH SPEAKING EMPLOYEES

001. For the purpose of implementing Neb. Rev. Stat. §§48-2201 to 48-2206:

- A. "Actively recruit" shall mean any affirmative act done by or on behalf of an employer for the purpose of recruitment or hiring of non-English speaking employees who reside more than five hundred miles from the place of employment;
- B. "Affirmative act" shall mean any positive action by an employer for the purpose of recruiting or hiring non-English speaking employees who reside more than five hundred miles from the place of employment for which they are recruited; and
- C. An act shall not be deemed to have been done for the purpose of recruiting or hiring non-English speaking employees unless the act was authorized by the employer and done with the specific intent of recruiting or hiring non-English speaking employees residing more than 500 miles from the place of proposed employment.

APPROVED

MAR 13 1996

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ADMINISTRATIVE

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APPROVED
DON STENBERG
ATTORNEY GENERAL

JAN 30 1996

BY *[Signature]*
Assistant Attorney General

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