

committee amendment does, just so you know what it does at the very beginning, is to change that so that there is only one member from a labor union, two members from the Legislature and then the remaining three members are chosen at large. Okay? Three at large chosen by the Governor, in both sets of amendments they are all chosen by the Governor but under my amendment three are at large, two from the Legislature and one from a labor union. Okay, there are certain things that you need to understand about the bill I think in order to understand why this particular committee amendment and...amendment to the committee amendment are important. First of all, this commission is going to contract with an outside organization to do a study on a comparable worth of the different categories of state government, the different categories of employees, and when they do this study they are going to be looking at a whole number of factors. And if you look at the bill there is set forth in the bill the different kinds of factors that they will look at. They will look at responsibility. They will look at the degree of skills necessary. They will look at whether the work is outside, whether they're...or abnormal circumstances there. If you will look at the bill you will see that there are, I don't know, I think ten or eleven or twelve different general categories of things that these commissioners are going to contract with a group to study. These factors are, in my opinion, highly subjective in some categories and so the fact of the matter is going to be that whoever you hire to do this study is going to have great sway and great say in how the study comes out. It is going to depend on their attitudes to a certain extent as to how they judge and factor these different subjective factors. To me it is like looking back at the discussion we had a couple years ago in terms of blighted areas in cities, Senator Newell smiles, and you remember the debate on the floor at that time when we argued that the definition of blight was so subjective and so broad that there was a danger that it would be, in fact, ignored and abused and, in fact, that is what happened as you know, Grand Island, Kearney, Columbus, whole cities declared blighted because it was easy for them to find somebody to do a study that would tell them whatever area was blighted that they wanted to be blighted. That is just the way things work. The second