

stay with you for 40 years. So lets not just fire a man at the given moment, if he is not doing the right kind of job. Let the job of an employer is to try and make it possible for employees to improve themselves, to become good workers, good citizens, and I oppose this amendment.

PRESIDENT: Senators DeCamp, Fowler and Dickinson in that order.

SENATOR DE CAMP: Mr. President, members of the legislature, I don't think that he is serious, the other amendment that he was trying to reward incompetence and this amendment he is trying to adopt just the opposite an unlike business approach, all I could do is maybe recommend that he go out and run a business for a year or so and get a little experience and as Senator Whitney said meeting a pay-roll or something. I dont think that he is serious and I would call for the previous question.

PRESIDENT: Previous question has been called for. Does the chair see five hands? Thank you the question is now shall the debate close? All those in favor vote aye, those opposed vote no. You are voting to close the debate. 25 votes are required. Thank you. Clerk will record.

CLERK: 25 ayes to cease debate.

PRESIDENT: Thank you. Senator Frank Lewis is now closing on his motion.

SENATOR F. LEWIS: First of all Seantor DeCamp was wrong again, I am serious and I mean it, I don't want people designing our roads or working our institutions who are not performing their jobs simply because they are vital jobs and I want people to know how to perform them and do them. Senator Whitney is absolutely right. I have not run a business and met a payroll for 40 years. There are three reasons why that is not possible. I won't bore you with going into that. I am serious about it and I mean it, that state government in some point and time has to say that these are the kinds of people we want working for us and this is what we are going to pay them. Obviously the easiest way up, the path with least resistance is the one that I suspect many of you are going to take. Keep them on, keep them on and claim that they are not doing the job and don't pay them, don't give them the raise. That is the obvious easy approach and the guy that wins this battle more than anybody else is the 15-20 in the case of the university the 35 or 45 thousand year guy that doesn't have to make a decision for his money.

PRESIDENT: If yousupport the motion vote aye, if not vote no. Have you all voted? Once again have you all voted? Clerk will record.

CLERK: 9 ayes, 17 nays and 23 not voting.

PRESIDENT: Thatmotion is lost, do we have now other motions on the desk?

CLERK: None on that particular page.

PRESIDENT: None on that particular page, alright then, Senator Carpenter.