

offered by the union or the employee organizations's request. Senator Lamb, isn't that a good solution to the problem?

SPEAKER MARVEL: Are you posing a question of Senator Lamb?

SENATOR NEWELL: Yes, that is a question.

SPEAKER MARVEL: Senator Lamb, do you yield?

SENATOR LAMB: Would you repeat the question please?

SENATOR NEWELL: I get no respect, no respect. Senator Lamb, I am trying to point out that the question of convenience runs both ways and as long as the employer is inconvenienced to provide certain check offs that he thinks are important and then others be allowed the right to intimidate those employees to use those deductions, then maybe the union ought to be allowed or the association ought to be allowed similar sorts of opportunities. So what I am saying is this. Maybe what we ought to do, Senator Lamb, is suggest to try to reach comparability in this issue is to say, if the employer provides any sort of deductions he must provide this deduction and then we have comparability and isn't that exactly what we are looking for? Aren't we looking for fairness in this issue, Senator Lamb?

SENATOR LAMB: I think the real issue, Senator Newell, is the fact that the local district should have some control. The local board should have some control. They should be able to make the determination as to whether they want to deduct these funds or not. That is the central issue. If the local board wants to do it, I say let them do it but let them make the decision as to which funds they want to deduct if any.

SENATOR NEWELL: Thank you, Senator Lamb. You see, Senator Lamb has made it very clear. The issue is not fairness or comparability. The issue is advantage. As long as you can unilaterally say, no, then that is the kind of proposal that we would like to have, would like to have that maintained. The right to say, no, unilaterally is one that we are trying to preserve in this case and I think that is absolutely wrong. It is unfair. It is unjust. It is unconscionable. Even as Senator Maresh said, even the school boards association does not support this proposal but we have a few die-hard, uncompromising and I think I will leave it at that, kind of people here offering amendments and I would urge that Senator Lamb's proposal be looked at on its merits and when it is it will be defeated. Thank you.