

as well. Among the people testifying against the bill at the hearing were the AFL-CIO. They made the point that custodians, janitorial services, food service workers that exist in Chadron are going to have a very difficult time meeting and bargaining with people at Wayne State, Kearney and Peru. This is not a professional organization. These are people who probably do not have the kind of wherewithal to bargain collectively. So the net effect of LB 108 is to retard bargaining altogether. Consider that as the result of LB 108. It is a management tool to retard collective bargaining, and if we approve of LB 108, what we are doing is taking sides in what should be a neutral and openhanded process, a process of problem-solution, of problem of negotiation, that is capped off by resort to the Court of Industrial Relations and finally resort to the Supreme Court of the State of Nebraska. Those are fact-finding bodies, fact-finding bodies that can accomplish that task far better than we can. How many of us here have considered the faculty interchange, the kinds of employee units that exist, the historical relationships between campuses, the kinds of wage and salary schedules or the differing interests of the community. We haven't, but I assure you the Court of Industrial Relations has and the Supreme Court has. We should not submit ourselves to allow ourselves to become fact-finders in this situation. The precedent is bad and, finally, I would submit that we overstep what we do best. Senator Warner cast this as a matter of policy. I object to seeing this point in that light. This is not a matter of strictly policy. This is a matter of fact as well as policy and the fact-finding revolves around deciding what the community of interest is and what kind of organization can best represent the employee in the bargaining process. We are seeing this through management's eyes. It is being foisted on us by a lobbying group, not by any desire within this body, to pass it, and lastly, we do not have the factual knowledge to adequately decide what is an appropriate bargaining unit. Because we do not have that ability and because we haven't studied the matter, we are playing into the hands of one side of the bargaining process and that I think is a very unfair and unethical position for us, as lawmakers, to find ourselves in. We have created a process to decide this issue. We should let the process run its course. Thank you.

SPEAKER MARVEL: Senator Cope, do you wish to speak to the Landis motion? We have another motion but I want to take all those who wish to speak in regard to the kill motion so I recognize Senator Cope.