

me talk a bit about the couple of letters that you've had sent around. The first is from LES. They obviously oppose this. They're the reason that we are here in the first place and they say that they like things as they are, obviously, because they got the decision that they want. But I should point something out, on page 2 of the handout from LES, well its not exactly page 2, but it is on the fact sheet from LES, page 2, they talk about the current status. Earlier in their handout they say everything is clear, we have a definition we like, everybody knows what it is, don't change it. Yet in their fact sheet they go into this explanation that they feel that way, LES does, yet the NECI thinks the definition is exactly what we're proposing in this bill, at least that is my interpretation of their handout. So that is to say that even on the management side there is confusion as to what the definition is under the present CIR ruling as to who is and who is not a supervisor. There is confusion even in the handout from LES as to who is and who is not under that definition. We have confusion. We have a definition that's been used in the private sector for years and has been clearly defined. It seems to me that if you want to take care of confusion you go to something that has clarified confusion and been effective over the years and that's the definition under this bill. Now the Health Care Association has been lobbying heavily against this bill. They're really concerned about it, but they have only one nursing home that's affected by this out of their two hundred some nursing homes. They only have 40 nursing homes that are public nursing homes in the first place and only one of those has a bargaining unit right now. I don't know if anybody else is going to eventually go into that bargaining unit status, but clearly it is not a big problem for them. Now they came in and they said, oh, we're going to get bargaining units and we've got to stop this, its just awful, its just terrible. We have charge nurses out there. They're in charge of the other nurses and if they're in the bargaining unit and they have disciplinary strength and they have other supervisory activity that would include them in the bargaining unit, it would really hurt things because then they'd be part of the bargaining unit, yet they'd have to discipline those other bargaining unit people. You know I said at the hearing, I've said out in private, those people won't be in the bargaining unit. If they have a supervisory job, if they perform that supervisory activity, if it is substantial supervisory activity, if they do have some disciplinary strength and some ability to take some