

in the State of Nebraska to join a union. Let me review with you very quickly what happens though when a union comes in and organizes a group of employees. When they come into a business, whether it be a printing company, whether it be a nursing home, whether it be a public power district, what they do is they speak to the workers in that area and as soon as they can get a majority of those workers to vote in an election that, yes, a majority of people who work in this area want Union A to represent them. Union A then becomes the bargaining agent for all of the employees in that business. Not all of the workers have to join that union, but we have an election and a majority of them want that union to represent them, they then become the bargaining agent. And all of the workers, whether they belong to the union or not are in the bargaining unit. So what this provision does is as Senator Wesely has said, this is the implementing provision. Once we use the National Labor Relation Board language to define what is a supervisor, supervisor is out of the bargaining unit, and what is a worker who is primarily doing work, but has some supervisory responsibilities and I think Senator Vickers did a good job of explaining that difference in an operational sense. Once that happens if an individual is defined as not a supervisor, they are then part of the bargaining unit. Doesn't mean that they have to join the union. Nobody has to join the union. What it means is when the union sits down with management to bargain wages and working conditions for various levels of workers that they represent that they in their negotiations will also include this individual who is primarily not a supervisor, that they will consider them when they are setting wages, fringe benefits, working conditions and other things that the union bargains for. It's not forcing anybody, any individual to do anything beyond what they may wish to do. For that reason I don't think this language is as dangerous as I originally thought it was so I urge you to leave this language in and not adopt the Sieck amendment. Thank you very much.

SPEAKER NICHOL: Senator Wesely, then Senator Hall.

SENATOR WESELY: Thank you, Mr. Speaker. I know time is getting late. I'll just be very brief. The last sentence again is implementing language for the definition. Without the last sentence you don't implement the definition. That is where it came from and frankly, as the bill was originally drafted last year, we didn't have that last