trend that is obviously growing in strength. It will save substantial in terms of premium costs and it will save substantial in terms of health care costs generally. This is a program that I think has a great deal of merit but the employees need to be given notice that we do this. Now I have got some quotes from last year's floor debate that would indicate that we were going to do this thing this year but some commitments weren't upheld. Senator Warner, for instance, said, "I think employees are entitled to at least a one year notice that this kind of change is going to take place." That is exactly what we are doing. We are giving them a one year notice, actually an 18 month notice to employees that we will be going to this change. That is the kind of notice that we need. Senator Warner then went on today to say we don't want to deal with this in isolation. We need to deal with it as a package but we have to deal with these things in isolation in part. For instance retirement bills that we pass in terms of state employees, we don't hold those up and put them part of a pay benefit package. We pass them because it is the right thing to do and then they fit into an overall strategy in terms of paid benefits. Likewise, passing this intent language on health insurance will be factored in over the next year as we negotiate with employees on salaries and other benefits, only this time we start off with the understanding we are going to go to a comprehensive medical plan which will save the state and the employees money, and so there is nothing wrong with giving them the notice and negotiating out in the broader context. Now Senator Marsh got up last year and said, "I have indicated in my response that I expected to stay with LB 880 this year but that next year there would be a change so they would be aware of that. I expect my vote next year to carry out what I have said and I have tried in my own way to educate the employees who are contacting me. Senator Wesely, I am pledging to you that I will be helping in this regard next year." But she hasn't been. Senator Landis and Senator Kilgarin and others, likewise, could be quoted as saying it is time for a change and I expect Senator Landis will be there. Senator Kilgarin isn't around this year so I can't really give them too hard a time, but for three years, I have stood up here and said let's do this and for three years we have said next year. This bill says, okay, our intent is next year we do it. We put it out there for everybody to see. We work out the plan. We work out the details and make sure everybody is taken care of in a proper fashion. This saves money. It saves health care