

first things we worked on when we were in the Legislature was a situation where somebody had given us some information on a public power district and some construction. And we have had an interest in this bill ever since. I know that some protection is called for. But you just have to keep in mind that the bill goes too far a little bit. Already, already, and I reiterate, already the employer has to have just cause before they can fire somebody, and just cause and filing an allegation of wrongdoing would never be just cause. So they already have to prove just cause, why do you want them, in addition, to have to prove a negative and how do you do it? How do you prove, think about this a minute, how do you prove that filing an allegation of wrongdoing was not the reason for the disciplinary action? How is the employee going to prove that? The only way I can see that he can prove that is to prove that there are other reasons why he did, just cause in other words. If he can prove just cause then that is all that is required now anyway. So I think that you can even argue that these provisions are superfluous. If they are not intended to be superfluous, then they are putting an incredible burden on the employer because if he can't prove by other reasons, by just cause reasons, why he has taken the action that he is, then I don't see how he's going to... then the only solution left is that he must be doing it because the employee filed an allegation. There is no way to disprove the negative. So I hope that the Legislature will keep a level sense of balance on this and adopt a compromise and advance it and vote the bill into law. Thank you.

SPEAKER NICHOL: Senator Lundy, please.

SENATOR LUNDY: Mr. President, I would call the question.

SPEAKER NICHOL: Question has been called. Do I see five hands? I do. The question is, shall debate cease? All those in favor vote aye, opposed nay. Record, Mr. Clerk, please.

CLERK: 20 ayes, 8 nays to cease debate.

SPEAKER NICHOL: Debate is ceased. Senator Beutler, you may close, however, may I introduce some guests of Senator Wesely in the south balcony, please. There are, from Culler Junior High, 15 seventh through ninth graders, of Lincoln. Would you folks please stand and be recognized. Thank you.