

boss drives the car home, I'd make a complaint but who do I complain to, my boss, to Lincoln, to somebody else, what happens to me if in fact it comes out that I was the one who made the complaint, what kind of protection for me when state property is being used for personal uses and I make a complaint? And I say to them, hey, trust the grievance procedure. And they say, we don't, we know the grievance procedure and it doesn't afford us enough opportunity. All I can tell you is I guess it does have to do with your perception of what the affect of hierarchy is. A hierarchy does well at administration, at ordering work to be done. But a hierarchy is not a benevolent arrangement, and it seeks to control those at the bottom part of the hierarchy. There are personal interests, as you go up that hierarchy, that mix with the public interests. It seems to me that 401 tries to separate those two and says if there is a public interest in firing somebody, fine. Or if there is a public interest in making a point, fine. But if something is being done for a personal or for a frivolous reason, it is not to be countenanced. It is not countenanced by the claiming of wrongdoing by an employee. Those complaints are to be thrown out. But by the same token where there is a personal response to an employee in some form of retaliation to cover the tracks, that too is not appropriate. And the employee should be able to make the complaint in good conscience and with the faith that that will be investigated and taken up reasonably.

SPEAKER NICHOL: One minute.

SENATOR LANDIS: I'm going to close by asking you whether you think we do a good enough job at finding fiscal mismanagement in this form of government, whether our current information base is satisfactory. If you do, vote against the bill. If you suspect, as I do, that there are the prime group of people who can help us run government better and those are the people on the line doing the work, and if we give them a confidential ear they can help us run government better. If you believe, like I do, vote for the bill.

SPEAKER NICHOL: Senator Wesely, please. Senator Higgins, you are next. Would you like to step into Senator Wesely's place, please.

SENATOR HIGGINS: Yes, thank you, Mr. President. I voted no