Commission of Industrial Relations in our state is probably one throughout the nation that listens to these kind of problems between labor and management and, as Senator Vard Johnson indicated, there are some 44 other states that have arbitration boards similar to what is being proposed here. But I would ask Senator Vard Johnson to look it over and check it out and he will find that they do not have a Commission on Industrial Relations. Those are the two points I wanted to bring out again, that have been brought out previously by Senator DeCamp and Senator Remmers. Thank you.

SPEAKER NICHOL: Senator Withem.

SENATOR WITHEM: Mr. President, members of the body, Senator Beutler threw out a challenge a moment or two ago that I feel like I need to pick up just a little bit. He said, where are the management people that should be here supporting this bill? I am a management person. Part of my job when I'm not down here in the Legislature is that of Executive Director of the Mechanical Contractors Association in Omaha. A big portion of my job is to help the contractors in the City of Omaha to negotiate labor contracts with the plumbers union and with the steam fitters union, negotiate good contracts. My job is to help management get the best deal. That's what I'm paid to do and that's what I'm proud to do. As a management representative, I think this is a good tool. I would like to see an arbitration provision available to us. To be quite frank, in our labor contract I don't know if I would recommend to my management committee that they include that. The process would be one side or the other would say, from here on out, when we have disagreements over this contract, and again, whether it be a labor contract or a construction contract, the two sides would say, let's agree to disagree in this fashion as opposed to suing each other when we go to court, when we have a disagreement, let's submit it to arbitration. Now, if the union were to come to us and suggest that we put this into our contract, I don't know what I would recommend to my management committee. I don't know what the management committee would say. What those of you that are asking to kill this bill or not advance this bill are saying is that is a management representative negotiating this contract, I should not have the option of putting this binding arbitration into my contract even though I may decide to do that. You're telling these