

doing, but I will take the liberty to suggest a couple of items that probably should be covered a little further if this motion is defeated. As Senator Warner said, we have had the hearing on the salary policies, and we have had the hearings on the CIR parts. As he pointed out to you, one issue that could happen is that as the Governor proposed, with his other bill, that we just flat out prohibit any negotiation, any collective bargaining on economic issues by the state employees with regard to the Legislature, or with regard to the state as an employer. Now it is important that you understand that the rules have changed. The rule changed with the Supreme Court decision that said that the CIR could allow for economic decisions by the state employees. The rules have changed and said that these agencies, or these state employees could bargain collectively with the state. That is different than what it was for years, and years, and years, and we set straight employee salaries. Now there are several options of the way to go. One is, one option of course is to say, no, you won't, we'll pass a law. And that is what the Governor's bill did. But it was killed. But that is one option. The other option is to say, yes, we do want to bargain collectively with you. That is what LB 1250 is doing. But it is saying let's hold up for a second because we haven't been able to come up with the, I hate the word level playing field, we haven't come up with the rules of the game yet. We haven't come up with those yet. We've tried, for two years, and we haven't been successful in doing that. So what we are suggesting is let's just put a hold on things for this year and say give us this year to do it, in the mean time we are giving you a 3 percent as far as this bill, and that I realize is a separate issue. But that is what this bill says. We are giving you a 3 percent across the board increase. But give us this year to enact the legislation that we feel is necessary so that we do have the rules of the game in statute.

SPEAKER NICHOL: (Gavel.) Excuse me, Senator Hannibal. Would you hold the conversation down. Members of the Legislature are having difficulty hearing Senator Hannibal. Thank you, Senator Hannibal.

SENATOR HANNIBAL: I realize, Mr. Speaker, that this is a complicated issue, and I know that it may be just talking to the record, but I think it is important to put into the record a couple of things. But I am trying to answer some