

of Senator Lynch's and some of Senator DeCamp's questions as to why we are doing what we are doing. Right now the laws...right now the rules are agency by agency bargains with the agency's head, or with the State Personnel Department. Agency by agency we bargain. We've got eighty some agencies out there. Seldom, if ever, in collective bargaining do you have agency by agency, or division by division in a company, or employee by employee in a smaller company bargain on their own. You set up collective bargaining units. There are like levels of employees within all agencies of government, within all agencies of the Nebraska Legislature, within Nebraska government. It is important that we say here are the agencies, or here are the bargaining units that we are going to talk about, talk with, discuss and collectively bargain. Right now we don't have that structure in place. We are suggesting give us a year to put that in place so that we can be fair, equitable, bargain collectively with the units. I might point out one other kicker. While the Supreme Court did tell us that we needed to bargain on economic issues, and Senator Warner has said, and we in the committee agree, and I think Business and Labor agree, yes, we want to bargain collectively. But while they've said that, the state is still king, remember, that old proverb, the state is king, we do control the purse strings. If, for some reason, we decide, as a Legislature, that we do not want to pay out the salaries that the CIR came in, we have a very simple and effective tool, and that is the salary limitations within each agency of government, and say I don't care what it said you could do.

SPEAKER NICHOL: One minute.

SENATOR HANNIBAL: We're going to eliminate...we're going to limit the salary limitation, the personal services limit by agent that will not allow you to pay those increases, those wage levels to the same number of employees you already have. What happens? What happens is the agency, the State Legislature is required to pay those employees that salary. You get down to employee number 96 and 97 and you've paid that increase and all of a sudden we're out of money. So 98, 99, and 100, those 3 employees, are just no longer in a job. Now that is another alternative for you.

SPEAKER NICHOL: Time.

SENATOR HANNIBAL: What we are trying to do here is bring