

also kill the basic bill and turn everything loose so that employees generally will have access to the Commission on Industrial Relations, and as the precedent is established to pay retroactive what is comparable salary, then we should be prepared to do that right down the line next year as well, and even though we have no structure in which that will be done, it could be muddled through in some fashion or another. I assume there is a certain hazard I suppose in taking up the various appropriation bills today in light of yesterday's announcement about reduced receipts which didn't come as any surprise if anybody had been following the daily deposits, but I would suggest that the more proper approach today is not to make violent reactions to what was said yesterday. The Advisory Board meets later on today. I don't know if they will make any adjustments yet on the limited data they are going to have available, but they may or may not, but I will tell you in my opinion you are not going to avoid some form of tax rate increase before you adjourn, and the reason you are not going to avoid it is that in order to have any kind of reserve at all, the only option is, in essence, almost massive elimination of programs, and unless you want to have a continuation of the same problem next year, that is exactly what you have to do to avoid it. Deferrals, it was pointed out a year ago in July that state employees on the average was 8 percent below. This only picks up 3 percent of a year old. Fringe benefits were comparable according to the salary survey. So all you are doing is pushing more problems into next year and that is not going to be long-term good policy for us to follow. I would urge you reject the amendment, advance the bill as it is, along with the adjustments we need to make in the A bill to reflect the previous bill that was advanced, and then wait and see what settles out on tax matters, on revenue side, but that is going to be a much more orderly route to go than an attempt to piecemeal this thing apart today. In my opinion, there are not major reductions that can be made in any of the appropriations short of total elimination of more programs. I was interested in reading...

SENATOR CARSTEN: One minute.

SENATOR WARNER: ...a story yesterday on the Omaha Chambers, things that need to be done to attract industry, and I noticed one of the things that was specifically pointed out was the importance of higher education and research, if you are going to attract new business to Nebraska, and the same would hold true of any state service. I don't mean to single that out, but the