

not going to worry about out of the state arena but we can set an example. We can set tones. We can set policies for our own employees. I'm sure there will be arguments presented today saying this is an end run on the negotiating labor contract. And I might as well go ahead and state in the beginning that is not the case. This has not been brought to me or anyone else on this by NAPE, AFSCME, or any of the other areas. It is not something that has come from them. It is simply something that has come from me. And I go back to the federal level and I go back to the previous state level of many of the things we've done for good reasons for labor or for management or for business that technically could be in the negotiations standpoint and, quite honestly, when we get into...when we get into policy and we talk about what's good for people, if we think it's good, we do it. We don't...we don't hide behind the argument that it's simply...or that's incorrect, we don't necessarily agree that just because it could be in negotiations we definitely would not think it was in the best interest to do. So, at this point, I want to give the body a choice. Again, for those people who are very much in favor, as I am, of parental leave, I think we have a fundamental choice today. We can...we can vote this amendment down. There will not be enough votes to advance, in my judgment, 145, and, therefore, there will be nothing, absolutely nothing. Or we can choose to go this approach which is much more reasonable and it sets the example. And if it works, if it's something that's a positive, if it's something that will set a model, other areas, other businesses may choose to identify with that policy. But we can set the example for our own employees and I would urge the body to at least take that step and see what happens. That's the nature of the amendment.

**PRESIDENT MOUL:** Thank you, Senator Bernard-Stevens. Senator Morrissey.

**SENATOR MORRISSEY:** Thank you, Madam President, and members, again, I rise to reluctantly oppose Senator Bernard-Stevens' amendment. I understand what he's trying to do and I understand his thinking behind it. But I, too, thought about it between now and then, then and now when we first discussed this bill and decided that I would go with LB 145 as is, win or lose. I think it's something that if you ask your constituency, the majority of your constituency, it's something that they really would approve of. It won't necessarily make all the businesses in your districts happy. As a matter of fact, you'll probably get