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is going across the Board without the sanction of the Retirement Committee and this Legislature should take a good look at it because we must get these retirement programs lined up, even though on a particular minor point, we may feel that this is incorrect. It is correct when you take the whole package of the retirement systems. Please keep that in mind as you vote on this and take another look at LB 76.

PRESIDENT: Senator Cope.

SENATOR COPE: Mr. President, members, I agree with Senator Dworak in principle but the problem is that a lot of employees will opt to take as much money as possible while they are working and then start crabbing after they retire and say that the state of Nebraska hasn't treated them fairly, and then, in lots of cases, the state of Nebraska may be keeping, help keep them, welfare and otherwise, because they didn't do their fair share previously. So I will support Senator Hasebroock's bill.

PRESIDENT: Senator Hasebroock, will you please close debate, sir?

SENATOR HASEBROOCK: Mr. President, members of the Legislature, part of the reason has been brought out. Persons who opt out of retirement systems, system and subsequently retire with inadequate retirement income create an unfavorable image for the former employer. In some cases, such employees have even been known to attempt to extract retirement benefits from their former employer after retirement. It is more difficult to provide for an orderly termination of employment for employees who have come to the end of their economic productivity if such employees do not have retirement benefits available. If some employees have retirement benefits and some do not, the total compensation is not equitable and employee morale may suffer. So I hope, members of the Legislature, that you will vote to move LB 30A to E and R Initial. Thank you.

PRESIDENT: You have heard the motion. Record your vote. Have you voted? Record. Motion carries. The bill is advanced. LB 405.

CLERK: Senator Schmit moves to withdraw LB 405.

PRESIDENT: The Clerk advises that that must lay over, Senator, until tomorrow.

SENATOR SCHMIT: Thank you, and LB 405A, Mr. President.

PRESIDENT: So your motion is for both. LB 434.

CLERK: You have to take those up separately. LB 405 is read and laid over. I move to withdraw LB 405A and that is read and laid over.

PRESIDENT: Yes. All right. Two motions. LB 434.