

pick up additional coverage in those lower cost alternatives. The intent though is if we tell them this is what we are going to do in terms of copayments and deductibles, we can work out the better things that we need to have done. If we don't give them a date and don't give a goal, then we will do like we have for three years, just put it off and put it off and put it off.

SENATOR HIGGINS: Well, Senator, I like your concept but the only thing I don't like is that we don't know what kind of deductible we are talking about because the 3 percent salary increase we are going to give them, could it be entirely eaten up by an increase in insurance premium or by that deductible and that is the only thing I really don't like that we haven't set what the deductible will be.

SENATOR WESELY: But that is an advantage to an employee because we are not setting anything into the intent language now because we want to work with them and negotiate that out with them, and again the 3 percent is for this next year but this intent language won't take effect until the following year so another salary increase will have to be negotiated with them. So, see, this will be part of all that effort but we tell them right now that we are going to move in this direction to make this change and then that way we can work with them over the next year.

SENATOR HIGGINS: What is their hammer when they negotiate?

SENATOR WESELY: What is their hammer?

SENATOR HIGGINS: Yes, can they go on strike?

SENATOR WESELY: No, (interruption).

SPEAKER NICHOL: Time is up.

SENATOR HIGGINS: Thank you.

SPEAKER NICHOL: Senator Wesely, would you like to close on your amendment please.

SENATOR WESELY: Mr. Speaker, I would like to ask for a call of the house.

SPEAKER NICHOL: The question is, shall the house go under