

the focus of LB 108. We're talking about prior bargaining history, centralization of management and labor policy, the extent of faculty interchange between campuses, the degree of interdependence of economy of the campuses, the differences or similarities of skills or functions of the employees, geographical location of the campuses in relation to each other, uniformity of wages, benefits and conditions of employment, current means of governing the educational institutions, establish policy of the employer and community of interest of employees. Those are good criteria. Those should be the criteria by which bargaining units are set. It gives some direction to the Court of Industrial Relations. It helps them to make decisions in deciding different bargaining questions concerning postsecondary institutions, and I think it's the positive step we need from the Legislature to give some direction. I think it's the middle ground. I think it's the better way, and I urge your support of my amendment.

SPEAKER MARVEL: Further discussion on the Wesely amendment to 108? Any further discussion? Senator Landis, do you wish to be recognized?

SENATOR LANDIS: Yes, I do, Mr. Speaker, members of the Legislature, I have made the informal commitment today not to spend a good deal of time on the floor, so we can have at least some decision before 12:00 o'clock on LB 108. I will be brief in addressing the merits of the Wesely amendments to LB 108 as found in your Journal on Page 577. I hope you'll all turn to that Journal page and read those amendments, because I think they encompass the appropriate middle ground to assume in this case. What they embody are the process methods by which we can determine the appropriate bargaining unit. This language springs from a Supreme Court decision, which was used in the University of Nebraska case, and what it signals is the intention of the Legislature to have standards by which appropriate bargaining shall be determined, that those standards shall take into account the possibility of overfragmentation as well as the history of the bargaining unit, the geographic location of the bargaining units and the like. It is a sensible process oriented approach, which can be applied time and time again in varying circumstances to yield a just result, and that's I think our responsibility as lawmakers here, not to determine a set of results in one or two circumstances and to coerce employees into their...into bargaining units, but to provide a process by which varying factual situations can be determined fairly, and the Wesely amendments provide for exactly that kind of approach. They do not dictate results. They dictate the fairness by which the process will yield, hopefully, a just result, and I support completely Senator