

April 23, 1981

LB 560

faith thing for the administration or the Board of Regents to have done is to have given the members of the faculty of UNO the minimum increase they were entitled to and then left the margin, withheld the margin while the negotiation was taking place. But I think to withhold the entire increase for nine or ten months now is not fair and that we should adopt this amendment. Thank you.

SPEAKER MARVEL: The motion is the advancement of the bill. Okay, the motion is the adoption of the Johnson motion, an amendment to LB 560. Do you want to close?

SENATOR V. JOHNSON: Mr. Speaker, members of the body, I think that the issue at stake is an extremely important one and that issue, very simply, is the legislative body's control through the purse of some of the actions that occur in our public institutions. Senator Warner has said and Senator Koch has said, well, if we are going to have negotiations, let's have it and let's not as a Legislature interfere in the process. Now my amendment in no way, in no way, tells the negotiators what to do, but my amendment does express a displeasure, a displeasure, that I certainly feel, and I hope a majority of this body feels, at keeping University people at low wages without seriously negotiating and treating their requests appropriately. I have in my hand the most recent study of the Nebraska Commission for Postsecondary Education on faculty pay and it shows faculty pay at virtually all institutions in this state. In 1979-1980 assistant professors at the University of Nebraska at Omaha, if they were men, earned \$17,000. Associate professors at the University of Nebraska at Omaha, if they were men, earned \$21,000, and full professors at the University of Nebraska at Omaha, if they were men, earned \$25,800 and some odd dollars. If they were women they earned less. If they were women they earned less by \$2,000 almost across the board. Now that is not very much money that we pay our people who have PhDs to go into the classrooms and educate our children. In my opinion it is important for us to emphasize the importance of higher education and we do that through respectable wages but when people are not well paid they lose interest and they drop out. Now these men and women have felt the need to form a union and they have formed that union and they are in the process of negotiating. Now it seems to me totally wrong for the Board of Regents to continue to penalize them by withholding from them their pay increases that you and I have allowed and so, too, the Supreme Court agrees. Now I don't think that is negotiating in good faith to do that. The only way that I know of as a State Senator to tell the Board of Regents to communicate in no uncertain terms my disapproval of the process is to withhold some money from the University system. My amendment withholds \$250,000, a pittance on a budget in excess of \$150 million, a pittance, a small, small point. It is aimed for the Central Administration because they are

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