

heads and they should be able to handle this themselves. I don't see any reason why we should be giving a good employee a reduction along with that poor employee. I think that they need to work to keep their job and to keep that salary up there, and if we pass this amendment, all the employees will be the same. I guess I would have to ask Senator Vickers what union do you belong to or what union are you the president of? I think that if we pass this amendment that we would be tying the hands of our administrators of our different departments. I think what you are saying here is that all employees are equal and they are not equal. I would say let's let the employees work to keep their jobs. Let's give the employees an incentive and so I would strongly urge you to vote against this amendment.

SENATOR CLARK: Senator DeCamp. The question has been called for. Do I see five hands? The question before the House is shall we cease debate? All those in favor vote aye, opposed vote nay. Have you all voted on ceasing debate? Record the vote.

CLERK: 27 ayes, 6 nays, Mr. President.

SENATOR CLARK: Debate is ceased. Senator Vickers, do you wish to close? Yes.

SENATOR V. JOHNSON: Under the rules that we are operating under, debate has to be full and open. We have only had two speakers on this entire issue and I ask the Chair to rule that debate should continue notwithstanding the vote.

SENATOR CLARK: I didn't rule it. The body did.

SENATOR V. JOHNSON: I understand that but the Chair under our rules can be asked to rule whether debate should continue notwithstanding the fact that the body has chosen to cease debate. We have not had an adequate discussion of this issue.

SENATOR CLARK: I am going to rule debate has ceased. If you want to question that, you go ahead. Senator Vickers, do you wish to close?

SENATOR VICKERS: Thank you, Mr. President. First of all in order to answer Senator Hefner's question, I am not the president or a member of any union, Senator Hefner, and, secondly, the proposal that I am making would not reward those employees that are not producing, that are not good employees as you pointed out. I guess my question would be to all of us, and I think we all need to answer that, if