

talked to me and it is more of a broad policy issue. But as I understand Section 10, which also would exclude the amount of funds that would come to a school district in the event negotiations goes to the Commission of Industrial Relations, then these amounts would be...whatever the amount eventually is would be excluded from the comparisons that the Commission of Industrial Relations do. And that, too, I believe was at the request of the school boards, as this is. The concern I have is a broader policy issue which could also be applied to other negotiations of employees the state is involved, and my concern is that we have two areas of negotiation then created instead of one in that you can have good faith bargaining at the local school district, and then, but not be able to come to a conclusion, so then it is...eventually gets to the Commission of Industrial Relations, and at that point, they come in with comparisons, and for the smaller school districts, those comparisons essentially would be from, probably from districts within the state, although not necessarily on the border areas, but the larger districts, such as Lincoln and Omaha, it seems to me those comparison groups are outside the state. And so I wonder if in that process that you automatically are not going to have a comparison that is viable because a portion of their income is going to be excluded. Now my concern isn't nearly as much about that mechanics as it is that we are maybe creating two levels of negotiations, one, which is done in good faith by bargaining units, it could be also in the case of the state employees, which is agreed to, and then we come back in the Legislature, and either management or those employees covered by the contract could through legislation, and the precedent would somewhat be established here, reopen the level of what the salaries are going to be. And I guess the question I will want to ask, if, would you see any problem, and maybe Senator Ashford would be helpful for this, too, would you see any problem in adopting Section 12, but excluding Section 10, so that when the state once becomes involved in negotiations, could these salaries still be included, that amount of money could still be included when they do comparisons with other areas through the Commission of Industrial Relations? I am wondering if the two sections, the one you have proposed, Section 10 that is already there,...

PRESIDENT: One minute.

SENATOR WARNER: ...if they can be exclusively treated, that one could be in and one could be out, and my concern is a long-range