

police and firemen.

SENATOR CHAMBERS: But you sought out these big ones to see how they felt, basically?

SENATOR KRISTENSEN: Well, to be frank with you, yeah, we go through and check with those people to get started, and it's not been an exhaustive referendum on it at all.

SENATOR CHAMBERS: I understand what you're saying. So if some of the smaller unions objected, that wouldn't make too much difference, if the bigger ones agreed.

SENATOR KRISTENSEN: Oh, not at all.

SENATOR CHAMBERS: Then why didn't you start with the smaller ones first? I'm just curious.

SENATOR KRISTENSEN: I think we started with the ones it would impact the most on. They, obviously, would be the ones that would have the most experience. They (inaudible) problems.

SENATOR CHAMBERS: Okay. If a union has 100 members, and another union has 10,000 members, and there is a dispute involving those in the 100 member union, and a dispute involving those in the 10,000 member union, and the dispute would result in the members of each union losing 50 percent of their wages, would you say that impacts more on the 10,000 member union, because they have more members? Is it the number of people in the union that determines for you the impact that a dispute has, or is it the impact it has on the individuals who are going to bear it, no matter how many of them there are in a given union?

SENATOR KRISTENSEN: What you have is...you're making a circular argument there, the key is what's their experience and what's their issues. It isn't a matter of asking them to sign off and say everything is okay. But what you do is you ask for problems, you ask for common experiences. The more people you have that have that experience, the more likely they are to see problems, the more likely they are to see things and flaws in the system. It isn't a matter...

SENATOR CHAMBERS: Okay.

SENATOR KRISTENSEN: ...of what's most important.