

although I did because it was hard work. But it was at my discretion and it was also theirs, too, because if they didn't want to do it that week, or that particular month, they didn't have to. So I can't see how...and Senator Withem, I would like to ask you a question if you would yield.

PRESIDENT MOUL: Senator Withem.

SENATOR WITHEM: Certainly.

SENATOR LABEDZ: Do I understand, the petition, in the petition drive, they would be paid by the hour, and if they went all through the State of Nebraska, say, through 30 or 40 counties, that they'd be paid for traveling? Say, if it takes them three or four hours to get to Scottsbluff to go door to door to obtain signatures, that they would be paid by the hour, not only for obtaining the signatures but for traveling, and then they would also have the responsibility, who has the drive, withhold income tax, state income tax, federal income tax, and Social Security?

SENATOR WITHEM: The last question I think is probably the easier of the two, and I would assume it is the same way as it is now. If you are an employer, no matter what basis you are paying an individual, unless they are a legitimate independent subcontractor, as you were referring to in your experiences, the employer is responsible for all of those withholdings and other sorts of things. As far as specifically what hours would be hours of work and what hours would be unpaid travel time and relaxation time, that would still be up to the individual negotiation between the employer and the employee, and just the basis on which they would be paid would be on the hours that they worked, but that would be between the employer and the employee to determine what is defined as hours worked and what is defined as not hours worked.

SENATOR LABEDZ: Well, I also had in my case where they wanted me to pay for door to door, in other words, from their home to my home, whether or not I wouldn't be responsible for paying for that time plus so much...plus the minimum wage and not per thousand, and that was knocked out in the Kansas City case also.

PRESIDENT MOUL: One minute.

SENATOR LABEDZ: I think this would cause a lot of confusion and I also bring up the fact if you were selling cosmetics, the Avon