

advertising, but actually I took dictation from everybody in the place that needed a letter written. I even helped write wedding stories and if you think that's funny, in those days remember, they described everything including the mother of the bride's dress. That was a lot of hard work. We worked overtime to get all of those things done because we were short of employees and that brings me to a second feeling that I have. I worked in an office so long, I know about employee resentments, about one privilege that somebody else gets, maybe somebody doesn't need this kind of leave and this person has taken a lot of leave and the only reason I mention those things is because I think you should think about the whole concept of it and not just the idea that it is social justice. It is, and we are living in an age when things, the family is not like Father Knows Best and those things that we enjoy looking back at on Nick at Night, but the family unit has changed so much that there isn't someone at home anymore, all day. So we have to think about this kind of legislation, but the one thing that concerns me about it is that we impose on business and in Nebraska I think as a whole, probably we have pretty good businesses. I think most businesses do work with their employees. So I have...when you talk again, Senator Wesely, or if Senator Morrissey or somebody, I wish you would touch on what effect this has on like union contracts because I did have one or two union members mention to me that they had some reservations about it because of contracts. They wanted to be sure how that work. These are constituents. These aren't people who are heads of the union or anything. The other thing I think we should, and this amendment of Brad Ashford's, I said I would speak on this amendment because I think the idea of the credit on the income tax sounds like a good one, but it makes it more complicated. And that's why I think this adds...

SPEAKER BAACK PRESIDING

SPEAKER BAACK: One minute.

SENATOR CROSBY: ...to complications for businesses. I'm bringing that out, too, because I think we should think about those things and realize, if this bill passes, what we're going to do, what we're going to do, and what it's going to do. The last thing I want to say, Legislature, as an employer, needs to take a look at itself. We do not have firm guidelines as to how we treat our employers (sic). I guess each one of us is a small employer. Is that right? I'd like somebody to talk about that,