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LB 145

gratification philosophy that corporate America has had, has ended up costing them huge money and costing money in competition to companies from other countries that have looked long-term and invested in their future. And I see this as an investment in the future. I think with the change in demographics in elderly populations, especially in rural Nebraska, we need to have the ability to go out and care for our family members, have the ability not to be concerned about how it will affect our employee relationship to take unpaid leave to take care of those problems that develop at home, caring for children, parents,...

SPEAKER BAACK: Time.

SENATOR MORRISSEY: ...and other problems. I support the bill and oppose the amendment.

SPEAKER BAACK: Thank you, Senator Morrissey. Senator Schimek.

SENATOR SCHIMEK: Yes, thank you, Mr. President, members of the body. Senator Crosby, are we not going to agree on this issue? It's been a long time since we've disagreed on an issue about children and families. Senator Ashford, do we have a copy of this amend...have you passed out a copy of this amendment?

SPEAKER BAACK: Senator Ashford.

SENATOR ASHFORD: It's being passed out, Senator Schimek.

SENATOR SCHIMEK: Thank you. I'd like to see the particulars of it. I don't know whether I'm going to support it or not. I'm not sure I have enough information. And I would like to ask Senator Wesely, actually, a couple of questions, if I could, Senator Wesely. I passed out, a few minutes ago, a chart showing 25 different states with some kinds of leave policies in place. And you...you may have it buried under your desk there. That's not important, you don't need to see it to respond to this. I guess what I want to ask you, to your knowledge, first of all, was this bill written after model...a piece of model legislation?

SENATOR WESELY: Yeah, essentially, um-hum.

SENATOR SCHIMEK: And do other...some other states have adopted that same kind of legislation?