

of the budget problems that all government has. It probably would be a good idea, if we had a better idea of what, in fact, this was costing...would cost. Now it provides that this leave would be in addition to sick leave that is provided as part of an employment contract, whether that's negotiated or not. So, to make a guess as to what six weeks temporary employment would be compared to what the cost would be of finding a temporary or some other employee to cover for what is currently provided, might be somewhat of a difficult thing to attain. That is a concern of what the cost is. I think that this discussion this morning is certainly valuable. I don't know what the results of action by the body will be, when we come to that point in the...in the bill. I'm not going to support LB 145 as it's currently presented to us. But again I would indicate what I said a few minutes ago, that I think the concerns expressed by this bill are real and are legitimate, and at some point in time, unless the federal government does preempt this field, that we are going to be looking at activity to encourage this type of accommodation for employees being made in the State of Nebraska. One thing that we tend to forget when we address any of these employment measures is the division and skills between the employer and employee. The employee is the possessor of the skills to do the job. That's why they're out there in the market, that's why they have a job. They may have other mechanisms or reasons that they want to work with to supplement family income, primary employment, whatever that may be. But the job itself,...

SPEAKER BAACK: One minute.

SENATOR COORDSEN: ...quite frankly, is the possession of the employer. And how they fill it, and who they fill it with, given their needs, is something that we also need to recognize. And many of the skill levels that people have been hired to perform for the companies are skill levels that are very difficult to find other employees in those positions. And that certainly becomes an issue of negotiation between the employees and/or employee groups and the employer. So I think that while the idea is great, perhaps we had better spend a little bit more time examining the cost and the benefits to see if there is, in fact, a direct ratio between those two for the State of Nebraska, both public and private enterprise. Thank you, Mr. Speaker.

SPEAKER BAACK: Thank you, Senator Coordsen. Senator Nelson,