

they in turn may cut some benefits, or other needed benefits, or benefits that their employees would like to have, and they simply could not offer it to them. So I think this is a negotiable item and hopefully our Nebraska businesses are all fair, but I know they're not all fair. But I have a problem in mandating something that most of them feel it's a good employee-employer relationship, and that are already doing now. Thank you.

SPEAKER BAACK: Thank you, Senator Nelson. Senator Crosby, you're next.

SENATOR CROSBY: Thank you, Mr. Speaker. No, Senator Schimek, I think you misunderstood what I was saying. I'm not against the idea of the bill. I haven't really decided yet how I'm going to vote. I'll probably vote to move it. But I do think we do need to have the business perspective. This is a law you're passing for businesses to implement. Employees are not going to implement it. Business is going to implement it. They are the ones that have to set up the plan, they are the ones that have to negotiate, they're the ones that have to do that. So you can't just ignore business in the discussion. So that's my point in bringing that up. And, Senator Ashford, I know you said you didn't have any ideas to the cost of this amendment. I wish that by Select you might, if it goes, because I really think we need to know that, especially in the...I'm not going to be like Senator Robinson and yell at you. Is he there? (Laughter.) Yes, he's there, about money, about money, yes I will yell about money, because I'm sitting on Appropriations, you know we don't have an extra 20 cents, come on. Let's have some fiscal responsibility here. (Laughter.) Okay. So that's what I just want.... (Applause.)

SENATOR ROBINSON: I hope I'm up next.

SENATOR CROSBY: Yeah, I hope you are up, too, Bud, because you probably...you'd probably do it better than I do. Anyway, the other thing that concerns me about all the surveys is that they are national, they are corporate America and not corporate Nebraska. And I do think that Nebraska employers, as a whole, do try to work with their employees and do give them good benefits. Several years ago, I can't remember, like '85, '86, along in there, the idea of child care came along. And little by little businesses caught on. Here in Lincoln we have tremendous examples of businesses working with employees to have