

week, I have some mixed feelings because I understand business' apprehension. Just, you know, anything that we are changing or adding to rules and the things we live by in business or any other organization but sometimes we're afraid of new things, if this is new, or whatever. But I was really interested. I was reading in the Scarlet today, the copy that I got of March 20th from the university, that the University Association for Administrative Development and their office of Personnel Association, the Chancellor's Commission on the Status of Women, and the Academic Senate, as well as UNL's Human Resources Department are participating in discussions right now, working on a family leave policy that they hope that they can present to the Nebraska Board of Regents, to the university Board of Regents. I think this is an example being set by UNL and by all these groups. This talk about a university family leave policy began about a year and a half ago and they have been going on on the other three university campuses as well to establish a policy that would serve all campuses. The current draft which was dated January 30, 1992, which was mailed for review and comment to the three UNL employee groups, the Chancellor's Commission on the Status of Women and the Deans and Directors. If enacted, it would do these things. For regular, permanent employees to family leaves of absence, and remember it is unpaid leave, it would be to address serious health conditions of employees' children, parents or spouses; to address maternal, paternal concerns associated with the birth or adoption of a child; or in association with a death in the immediate family. It would do all of these things, as I said before, as an unpaid leave. It would not replace or alter the other types of leave. Family leaves would be granted for a minimum of one week, not more than 12 in any consecutive 24-month period. It also states that employees on family leave may continue to participate in the university's insured benefit programs and receive the university's contributions even though they are on unpaid leave. It guarantees the employees to return to the same positions when they come back from this family leave. I read all that to you because I do think that that is a step forward for a big employer in the State of Nebraska even though it isn't a business group. And even whether this bill moves today or not, I think that we need to continue to address the problem. I already have a project going with some local Lincoln people to have a conference in the fall, probably, addressing this and some related employment problems. And I, as I said last week, I think...it's in the same category for me as day care because ten years ago day care was nothing compared to what it is today.