

being in the conservative vein, I always like to guess high and I think it's probably going to be somewhat higher than Senator Bernard-Stevens had mentioned it may be, though that is everybody's best guess certainly in the range between, I guess, arguably, in your best case scenario it may only be a quarter of a million dollars but it may be as much as a million five. It's probably somewhere in between. I think you have to be aware of that, for two reasons, one is the cost contained in the bill, but, more importantly, as Senator Warner says, this is a situation that should be bargained. We set up that process. That is the proper time for employees to make it known that they would like to be in that mix. And when they develop that and when we make those...go to the bargaining table later on this year, I think this is something that could and should be considered at that time. But for the Legislature, and I know it's...Senator Bernard-Stevens does not intend to do an end run, I think it certainly would be and it would be hard for us to make some adjustments after the fact or it would be hard for the bargaining process to make some adjustments after the fact. I would encourage the body to vote against Senator Bernard-Stevens' amendment, both because of the cost and because of the...of the problem with the collective bargaining. I think I would be...I think that is something that should be on the table come fall and I would encourage NAPE and AFSCME to make it part of that discussion.

PRESIDENT MOUL: Thank you, Senator Moore. Senator Morrissey.

SENATOR MORRISSEY: Thank you, Madam President, and members, I guess maybe Senator Moore brought me around to Senator Bernard-Stevens' amendment. If this is an end run around the bargaining process, I might support it because my last bargaining process I was offered a minimum wage increase that actually worked into a real loss in wages and they would let me cover the entire country as my work district. And if I would do that, they would let me also pick up a portion of my medical. And so that was great and I enjoyed that tremendously. But, seriously, I think the bill is important. I do share some of the concerns on throwing the cost, the paid leave into it. That's something that I hadn't thought about. I saw the same numbers that Senator Bernard-Stevens used that showed that there would likely be minimum cost, even if that was done, which made me stronger in my support of LB 145 where there is actually no paid benefits. And I think if the state can show, with the paid benefit, there might...that there would be minimal costs with