

paid benefits, that I think that makes the case for LB 145 even stronger. And Senator Hefner's concern that the next...next year we come down to 50 employees, then we come down to 25, and then to 5, I think if that, indeed, would happen, that would prove that we were right, because I don't think this body would do that if this what business claims would ever ultimately show to be true that this could cost them money. The studies have shown it won't. Studies have shown it won't. Again, far-sighted, far-sighted business, far-sighted policies are the way to go, the way to make money and the one thing that sometimes they don't always remember, the happy, secure employee is a productive employee. If you ever worked for a large corporation, you know that that's true. If you have ever worked for someone who you really don't think cares for you, you know you don't really care if they get their money's worth out of you. If they truly show they don't care, why should you care. And if you have a policy...we're trying to ask them to implement a policy that can save them money, save jobs, save the employees from making that tough decision and they're saying, no, just let us do it on our own, that would cause me concern as an employee. It causes me concern as a senator because I've heard it for three years and the numbers have never been there to show it has happened. They keep saying, we'll do it, we'll do it, let us do it, don't tell us to do it. The numbers haven't changed as far as I know. Numbers haven't changed. We get a couple of letters every year, like the one we did get that said, well, I may have to lay some employees off because I'm already doing this and if you do it, boy, it's just going to cause some problems and certain employees would have to be...lose benefits and I'm sure those certain employees aren't the employees at the top of the ladder, they're more those down at the base, the ones that need it the worst. The numbers aren't there or haven't been shown to me. And if they can show, after three years, four years now, I guess, that they have had an increase, that they will do it, that they are understanding the benefits of this program, then maybe I would back off, but I haven't seen it happen. One or two letters a year are the only people that claim that they are doing it. I'm sure they could probably generate five or ten.

PRESIDENT MOUL: One minute.

SENATOR MORRISSEY: Considering all the employees that work in this state for these kind of companies, that's a pretty poor record to be standing on. Again, the first year this bill was brought they said it will happen. It's happening all over the