

or their family to take that step. Otherwise, nobody, I think, that's sensible or reasonable would do that. They won't give up their pay and they won't give up their benefits unless it's absolutely necessary. Their back's against the wall, they're in a desperate position and that's the choice that they have to make, they feel. So I think the difference between paid and unpaid is very vital and if it's not clear yet, it has to be made abundantly clear that we're talking here again of unpaid, no benefit leave over a six-week period. Again, I would be happy to answer the questions that Senator Pirsch asked but I think, time and again, I should hope it becomes apparent that there is good reason to adopt this legislation. We've seen states around us, like Missouri, Kansas, Colorado and Iowa, all have adopted some form of medical leave. Fifteen states have parental leave. Fifteen other states have some form of leave, either maternity, disability or some other type of leave.

SPEAKER BAACK: One minute.

SENATOR WESELY: Federal government, through the Congress, has passed a couple of times now federally mandated medical leave. Unfortunately, the President has vetoed it once and is likely to veto it again. And so it is not an uncommon proposal. It's been adopted elsewhere and in those other states study after study has indicated it has not been costly or difficult to implement. And I would again ask your support for the bill.

SPEAKER BAACK: Thank you, Senator Wesely. Senator Coordsen, you're next.

SENATOR COORDSEN: Thank you, Mr. Speaker. Members of the body, again I rise to restate some of my comments of the previous debate on LB 145. LB 145 certainly does have a rosy glow of doing something for people with family problems in Nebraska. As always with these issues, we have to ask ourselves, number one, if there is a good, solid problem out there that needs to be addressed and, if not, should we...should we make changes in the statutes and create perhaps situations that do not exist now? It's my belief that, with rare exception, family emergencies are taken care of in the current employment structure in the State of Nebraska. There exists certainly the possibility from the federal level that some type of legislation of this, in fact,...of this type may, in fact, be imposed upon employers in all of the states, not only Nebraska. Many states have a variety of family leave, using the same term, a variety of