

different types of arrangements made. All in all, if you balance the benefits versus the potential downside, it's my belief that the current employer-employee relationship in Nebraska has been very successful in addressing the personal problems of employees and there does not seem to be a crying need for this legislation at this point in time other than to make a point as to the value of these types of policies in the workplace. I think that certainly it is an item that can be, in organized situations, bargained out as part of the...part of the labor agreement if that is the situation in the workplace and it will be on the part of many of the larger employers who will be those that are covered by this bill at least in the beginning stages. I think that the cost of it has the potential of outweighing the benefit and may well create situations in the labor force, in the marketplace for jobs that we're not able to predict at this time that may negatively impact upon those who are out there providing good and useful services to the companies for which they work. So I would oppose the advancement of LB 145 at this time. Thank you, Mr. Speaker.

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

SENATOR BOHLKE: Mr. Speaker and members, I was paying attention when Senator Haberman said that he hoped we were paying attention and I was hoping that he would still be here. But if he's listening, I hope that he will listen to this carefully. He said he would like to analyze the body and I would like to join him in that and look at some behavior traits and that more particularly being when we're talking about owners of business that we sometimes only speak in one gender, and that happens to be male. As Senator Haberman was speaking, he used the term guy, businessman, his, he, man has a payroll, him, and I would just like to inform the body that as we sometimes speak we should remember that over 50 percent of the businesses in Nebraska are owned by women. Leaving that topic, Senator Wesely, I know I have spoken to you about my concerns about this bill being misguided in that I feel we're...a number of the problems that we're facing are in businesses smaller than those with employees of 100 and more. And I listened to Senator Morrissey say that with this we could study business and see if it really does cost and then come back and apply it to smaller businesses. I don't think that will be helpful because I think there's little relationship to a business with 100 more employees and the cost of this bill as compared to a business of