

are negotiated for by those bargaining units apply to everybody. So they in fact receive the benefit as the result of that negotiation. I can't help but tell you about one person who is not a part of the bargaining unit saying, well, the bargaining unit shouldn't take the increase, but since I'm not a part of the bargaining unit and so I ought to get what they negotiated for in the first place. I remember that very well. I...I would like to suggest, I'm not sure where this came from, it could be from cities, or from counties, and maybe was a reaction to the lid levy limit. But I think we are stretching it when we, at this point in time, right in the beginning and tender months and years of the concern we all have for property tax issues, and this particular bill that deals with limits, to impose something like this on the process that we have now in the state is, if nothing else, at least premature. You know there are a lot of bargaining units that understand how much things cost and how much people can afford to provide in the way of salaries, but they also understand that it applies to benefits, and especially as benefits cost increase every year how they are affected and the people they work for, whether they are public or private agencies, are affected by it. And I can remember also many years when employees agreed simply to have benefit adjustments and no salary increases at all. Let's not screw up a system that works. Let's not play games with this kind of a meaningful, effective, good faith system that we have now in the state of Nebraska. The CIR works well. And whoever suggests we should do this, no thanks. I don't think the Legislature should be the judges or the juries as to what in fact anybody should have to pay for anybody's salaries or benefits. What we have developed with the CIR is that system of checks and balances that works very well and I'm not sure how you put a cost-efficient ratio on this, but if we could, and if we did, I think you would have to see how effective costwise it has been and how much...

PRESIDENT ROBAK: One minute.

SENATOR LYNCH: ...taxpayers' dollars have been saved already down through the years. I can see by doing something like this you could establish a floor, at sometime or another, and that would be the least you would have to do, not the most. This is dangerous stuff. I don't think we ought to fool around with it. Let's leave the system like it is.

PRESIDENT ROBAK: Thank you, Senator. Senator Landis.