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SENATOR WICKERSHAM: Thank you, Mr. President. I have been trying to read the bill and figure out how portions of it work and, as I read the bill, there are two conditions before fair share would apply at all. One, you have to have a collective bargaining unit and, secondly, the employer would have had to agree that a fair share process is in place in the workplace. The only question that raised in my mind is whether or not the agreement between the employer and the labor organization would be a bargained for element, and I confess I don't know much about bargaining, but I'm curious if that would be a bargained for component of the contract. And, in that instance, if that was a bargained for component, whether or not the provision that there be an agreement between the labor organization and the employer is very meaningful as any kind of a protection of rights of the other individuals, if they have rights that need to be protected. I am also...the process for determining how much is to be deducted or paid by a nonunion member and how it is to be paid also raises some questions in my mind and, specifically, it looks to me like the process is designed so that either of two things happen. One, there is a direct deduction from the employee's pay or, if that doesn't happen, then the employee would still send, at some point in time, a check or, if they didn't send a check, they could be sued under the provisions in Section 5. And I guess I'm not sure why the provisions in Section 5 are there because, normally, if there's a lawful debt or obligation you could bring legal action either to collect that debt or to establish that debt, whichever one was necessary, so I'm not sure what the function of Section 5 is, and if somebody wants to tell me what the Section of 5...function of Section 5 is, I'd be happy to know it. But the other, the provision that seems to govern the amount that would be paid by a nonunion member also has provisions that I'm...are not clear to me. Because it seems to establish a process where the only determinant of the amount that would be paid by a nonunion employee is the union's determination of that amount, because that isn't, as I read it, a subject of the action that could be brought under Section 5. Now, there is a provision in Section 4 that says that the way you determine the amount is with a process within the labor organization itself, or arbitration proceedings pursuant to the Uniform Arbitration Act. The problem that I see, or that I want somebody to respond to,