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company, the number of employees, the benefit package that the employees would like to negotiate for, then tell me how long do you think it will take, based on whether or not the employers are nice people who would negotiate with people who are working for a living and trying to make a living, or employers that just going to beat to death anybody that wants to get another nickel an hour, then I can answer your question, you see, because all of those are undefined and unknown in every case, every day with every company and with every bargaining unit everywhere in the state. And...I...the checkoff is easier, right. They just take a percentage, but, you know, that would be fine. If employers would agree, for example, in the state of Nebraska that...that everybody's going to get at least a 3 percent increase every year across the state and the state has a law providing that all employers have to pay that, then, you know, we would know what kind of checkoff to have. But, Senator Stuhr, you know, without knowing specifically the company, the number of employees, just like I said, it'd be hard for me to tell you what that cost could be. I'm satisfied. It could be a matter of a few dollars or...and it might even be hardly anything if the employer and the employee groups agree to something very easily. Or, if it got into lengthy, lengthy problems, of course, we don't know. But that's the problem I have with Senator Wickersham's explanation. He can't define that either. He's just curious about what would happen if, and he doesn't know what "if" we're talking about. So I...I'm not sure what he means by that kind of arbitration concern either. But I'm sorry I can't be any more specific unless you can be. Then I can really put the numbers down and tell you.

SENATOR STUHR: Well, I guess that's really why I have a problem. "Fair share" is very vague. I understand that at times we do have to write legislation that is not specific, but I believe that this is more than vague and I...I would like to see some more clarification. Thank you.

SPEAKER KRISTENSEN: Senator Beutler.

SENATOR BEUTLER: I call the question.

SPEAKER KRISTENSEN: Do...the question's been called. Do I see five hands? I do. The question before the body is, shall