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won't be of interest to all members of the Legislature. Having said that, let me ask first this. When a...I think there is a general principle out there with regard to health care benefits, for example, and health care plans, that if an employer is to get the benefits from the government for offering such a plan, it's required that it be offered to I believe all employees, and I don't know for sure whether it's required to be offered to a certain number of employees, but the question I am getting to is this. Shouldn't there be some kind of requirement that it be offered to all employees if they are going to get a tax benefit from it, first? And, secondly, shouldn't there be some minimum number of employees? Because, after all, we don't really want a situation where an individual, who may be the only person in the business, by virtue of being in a business as opposed to somebody else that's not in a business, essentially gets their child care paid for when a similar individual that didn't happen to be a ma and pa operation would not get that benefit. So the two questions that I...that I wanted to ask you is, should there be a minimum number of employees, one, and, two, should there be a requirement that it be offered to all employees so you can't sector off the management level or the CEO, himself, or whatever, and I'd yield the rest of my time, Mr. President, to Senator Landis.

PRESIDENT MAURSTAD: Senator Landis.

SENATOR LANDIS: Thank you. In the platonic ideal of the ability to draft a bill, I think the answer would be, yes, you have to offer it to all employees or you should offer it to all employees. My guess is that if you...if an employer was doing this, you could trust the marketplace not to have to have the law do that. If I was an employer and created a fringe benefit for part of my employees and not for others, health care for my executives but not for my line workers, I think you would defeat the very purpose of having a fringe benefit, which was to improve the morale of your workers. So while I think the idea that this should probably be across the board for all employees and I think the answer to that is yes, I don't think it's necessary to require it by law because of the operation of the marketplace. However, I wouldn't object to that principle, but the death of a thousand cuts, of taking an idea that does not now exist, that does exist 22 others...in 22 other states, and