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Transcriber's Office  
FLOOR DEBATE

February 6, 2003 LB 85

status, which would allow them to then have a compensation package determined not by the matrix of the personnel and the state labor contracts but by the employer or the Governor. It's done for the purpose of recruiting in the area of those two job positions and that's occasioned by the need to keep the examiner positions filled strong and doing their work. That's the purpose of the bill, and I'll put my light on for answering questions as well.

PRESIDENT HEINEMAN: Thank you, Senator Landis. The Chair would recognize Senator Schimek.

SENATOR SCHIMEK: Yes, thank you, Mr. President and members. I actually had my light on yesterday several times, but didn't want to speak to the amendment, wanted to speak to the bill. And I'd like to begin by saying that I think Senator Landis did a very fair opening on this bill. He tried, in all respects, to present both sides of the issue here, and I thank you for that. I also thank Senator Preister for his remarks yesterday. I'm not going to be able to support this particular approach to this particular problem, because I think what we're doing here is we're putting these employees in a position where they don't really, really have very many options. And I think Senator Preister mentioned yesterday that collective bargaining language, itself, does permit collective bargaining to be reopened once collective bargaining has ended. And I know that this has happened in the case of other workers who were in a specialized category that had very definite hiring needs in that category. And so I think we should try that approach first and this should be a last resort. I think there is an intermediate step that we haven't gone through and I don't know why this wasn't brought up at the recent collective bargaining talks. It hasn't been that long since they were completed. So if they...I mean if this was that recent and it has come up that quickly, then I'd say they ought to take the approach of going back and asking that the collective bargaining negotiations be reopened for the purposes of addressing this problem. If we use this approach, then these employees are not going to be covered by the personnel system, and they will really be able...they won't be able to be protected by the same protections that cover other employees. So I would encourage you to look at this very