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SENATOR CONNEALY: Thank you, Mr. President, members. I, too, have some problems with this. I think it's indicative of an ongoing concern. We heard from Senator Preister yesterday about other units that we haven't...that we've come up to problems with, that...and had to have pooled labor in nursing homes and places like that. We're going to fix this. It needs to be fixed. I agree with Senator Landis that this is a problem that is critical. But the reason we're going to fix it is because there is money to do it and because this involves industry and they're going to be involved in this, and they've got more pressure to do this. In other areas, the 24-hour care and places like that, there isn't that interest group. There isn't that power behind that section of government that needs to be fixed and so we tend to not fix it. And so I do have some concerns that we're breaking up the bargaining unit, that we're not being actively aggressive at looking at specific areas, that we don't make smaller units that I think we could do, and so I'm...I probably am a reluctant supporter but I do think this is a major concern and it is a management concern.

PRESIDENT HEINEMAN: Thank you, Senator Connealy. The Chair recognizes Senator Landis.

SENATOR LANDIS: I want to get to this topic of why...what's the downside of the using the negotiation approach. And by the way, I happen to be a pretty big supporter of that idea under normal circumstances. Understand, that we are not organized to bargain for these employees only, we are organized to bargain for large groups of employees, and that happens. It's why we get a contract that has a 2.5 percent increase for all employees when some employees need more than that. The reason is a labor union movement says, look, our strength comes from banding together and acting as one. And what we want are collective improvements for all of us. Our strength comes from our numbers. We are at odds with, for example, things like merit pay because it distinguishes among us and our membership. What happens when you get down to the micro level like this, and it certainly is a problem. We, for example, two years ago had a particular problem with road maintenance folks in Omaha. Didn't have it elsewhere but had it in Omaha. Negotiated an agreement to raise the salaries in Omaha with a continued right to confer about