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FLOOR DEBATE

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different position is not commensurate with the work. So that choice is already being made in the current system. I think the current situation is such that we can't not move forward. Senator Beutler talked about a gun at the head of labor in the bargaining unit, I mean in the bargaining negotiations, well, what kind of a gun is going to be at the head of the administration if they know that they are jeopardizing our ability to keep these businesses in the state of Nebraska, to be able to provide the services? And we're talking here about areas that are cash funded, that are funded by the regulated industries, but the other positions that may be included in any bargaining, as Senator Landis pointed out, when the...the statement by the attorney, that we would open up salaries, those positions may not be cash funded. They may be general funded. And we have had experiences, as Senator Landis said, on both sides where it has gotten to be much broader than just about addressing the problem that we have at hand. The problem that we have at hand is significant. It's immediate. It needs to be addressed. And I don't believe that opening the negotiations is going to be able to address it in a rifle sort of way and quickly enough to be able to fix it. Plus, as I said yesterday, when I read the section about what qualifies for employees to be at will, the examiners in these two cases match two out three of the criteria, and it's not...it's an "or", that they are critical, and that the positions require confidentiality. Both issues are very important. So we already have the situation where people are making choices about staying within a position because the work requirements and the salary don't justify the move. Maybe there will be certain circumstances if this one category does move to at will, that people will make that same choice, but it will be an individual choice for them about whether they want to stay in a protected position. And we will be able to move forward in this area in what I think is a critical fashion. I'm not sure that the objection that this has not been managed well is valid if the managers don't really have any options in terms of...

SENATOR ENGEL: One minute.

SENATOR BROWN: ...being able to address the salary issues. And they don't have any options right now, and it's with a class