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had universal language and we were all very comfortable with what it did. It was about the essence of America. It was about the essence of Nebraska, saying people should take responsibility for their own choices; they should pay their own bills. And we were comfortable with that. Well, after we passed LB 29, we found out that the part of our statute books where it was placed with the Commission of Industrial Relations. That only applies to public employees. So, while we thought we were preparing universal language that would apply in all employment situations where there was a union in Nebraska, in fact it only applied to those that had public employees or government employees. So we looked at that and we thought we should do the same thing, out of consistency, out of fairness, for all of the employment situations in Nebraska that have unions. And so LB 226 deals with the private sector, but the language is identical. In Section 1 of the green copy you see if an employee, who is not a member of a labor organization, chooses to have legal representation from the labor organization in any grievance or legal action, such employee shall reimburse the labor organization for his or her pro rata share of the actual legal fees and court costs incurred by the labor organization in representing the employee in such grievance or legal action. Now who are they representing? They're representing that particular employee. Why is there a pro rata share in there? Because sometimes when there's an action, a grievance action that employee might choose to bring may have effects on other employees in the workplace, some union, some nonunion. And so it might be to the benefit of all the other employees in the union to join in that grievance suit and then the cost could be shared pro rata. That seems fair. In other words, just because you were the first person to grieve it, why should you pay the whole freight for everyone else? So that seemed like a fair way to approach it and everyone seemed comfortable with it. We went to the Business and Labor Committee and it came out of the committee unanimous and no one was concerned. And then some questions were raised by some outsiders. What was the intent here? Well, I gave you a fact sheet and I want you to look at those facts because they say exactly what the heart of the questions are. Does this force anyone to become a member of a union? No, it does not. It doesn't say anything about anyone having to join a union.