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fuzzy on how this section even got into the bill with it being extraneous.

SENATOR CUDABACK: Senator Redfield, would you respond?

SENATOR REDFIELD: Senator Smith, Bill Drafters saw the word "fee" and thought that it could be a conflict. It is not because clearly, in Section 48-217, it is talking about being denied employment and that has nothing to do with an outside contract to pay a bill.

SENATOR SMITH: Okay, thank you. Another question, perhaps, after Senator Hudkins' question. Now you said that the employee does have the choice of who can represent them in the grievance process. It's not just the exclusive representation of the union?

SENATOR REDFIELD: Well, Senator Smith, I did pass out one handout that explains the dividing line between the grievance procedure and other rights that a citizen, an employee, would always retain whether there was a union or not. And the grievance procedure is required. The labor union representation must defend you in a grievance procedure, and right now they're doing that for free. They don't have to defend you on the other side, or they may actually erroneously decide it wasn't covered in the grievance and not... choose not to defend you, but in most cases they'll probably err on the side of safety and make sure that they are not in conflict with the National Labor Relations Act. So what you have is people who have a choice on the right-hand side of the page always to hire their own attorney, and you actually, as an American, have the right to always hire your own attorney. It's just that they can't actually come up with a solution that's different than the contract that's already been agreed on by exclusive bargaining.

SENATOR SMITH: Okay. So if it's contained in the contract that's recognized as a result of exclusive bargaining, they must...they would be subject to pay for...if they file a grievance it automatically goes to the union representation and not necessarily legal representation of their choice. Is that accurate?