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SENATOR REDFIELD: Well, unless an attorney charged by the word as he wrote it maybe he might put some extraneous things in, but these are protected rights and they would not go away, and so they have nothing to do with an exclusive bargaining contract.

SENATOR SMITH: So they are not contained in any contracts in Nebraska.

SENATOR REDFIELD: Senator, I can't tell you that someone didn't add them. They could quote the whole United States Constitution in there if they want to, but the fact is that people would be obligated, apart from the bargaining contract, to obey those protections...

SENATOR SMITH: Right.

SENATOR REDFIELD: ...whether they quoted them or not.

SENATOR SMITH: Okay, and I want to go back to what's contained in the contract then, and you told me earlier... because I hear two different things. One thing is that they would be subject to the fees, the nonunion members would be subject to the fees associated with the grievance, and then I've heard that they aren't, and I'm a little confused here. So let's talk about the contract and if there's a grievance on something relating to the contract, please explain to me where the choice exists to get outside counsel without being subject to inside counsel as well. And you can have the remainder of my time, if you wish.

SENATOR REDFIELD: Thank you, Senator. Senator, there have been cases actually where you might have...let's use sexual harassment because, in fact, it is to the advantage of all employees to make sure that sexual harassment does not occur in the workplace. So, in fact, unions may have filed grievances following the procedures of the contract, remember it's just the procedures that are in that contract on grievances, and so they may use that process to file on behalf of an employee, because of their choice and the union's choice on sexual harassment. But what if in the workplace, as often occurs, there are two employees involved, one who is accusing and one who is