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FLOOR DEBATE

February 24, 2003 LB 226

defending? And then, in fact, the union might have a great deal of trouble deciding whether they were going to represent either, both, or neither. So, in fact, even though they may use the procedures of grievance, sitting down with the boss, one on one, initially before you go to court, doesn't that make sense? It saves everybody a lot of money. Then maybe we're going to investigate and make sure that there really is a grievance here. That makes sense. That saves everybody money before you go to court. And so, in fact, there might be union involvement in these kinds of things, but the final determination may be that they would not defend one of the employees, whether they were union or not, and then in fact they would have to obtain outside counsel.

SENATOR SMITH: Okay. Senator Redfield, that didn't really get to my question.

SENATOR CUDABACK: One minute.

SENATOR SMITH: If there's a grievance and a nonunion member ..a grievance on the part of a nonunion member and they want to use outside counsel for something relating to the contract, that process in the contract, I don't understand how there would be the choice if this bill passes. Please respond.

SENATOR CUDABACK: Senator Redfield.

SENATOR REDFIELD: Senator Smith, they do have that choice now. Many people do go to outside counsel. They may feel that the union representative might not represent them well because they're not a member. They may feel that there would be some prejudice there. And so they can seek outside counsel now. It's just that if they go at the last minute to the union and say, I want you to do it, they have to.

SENATOR SMITH: So...

SENATOR REDFIELD: They're forced to.

SENATOR SMITH: So they would...