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when yours call, unfortunately, we aren't able to give a real clear answer, and I think that's unfortunate, and that's one of the reasons that I am not going to support the bill because I can't get the clear answers that it takes to understand exactly what's going to happen. I want to continue to listen to the debate this morning and see if a clear answer can emerge from all the discussion that's being held here. The difficulty is still going to be the complication between federal and state law. I appreciate Senator Redfield bringing this bill because I think it's a positive thing for us to review our policies on labor or any other issues that are important to us as citizens of this state. In this instance, it's clear that our right-to-work policy is still held closely standard, and until we can completely understand, at least I can completely understand, the implications that are involved in this bill, I'm not in favor of moving it forward, and for that purpose, at this point, I don't intend to vote for the advancement of the bill. With that, thank you.

SENATOR CUDABACK: Thank you, Senator Vrtiska. Senator Janssen, followed by Senators Redfield and Cunningham. Senator Janssen.

SENATOR JANSSEN: Thank you, Senator Cudaback. Members of the Legislature, I'm looking at one of the handouts that Senator Redfield passed out. Now one is on grievances. It is my understanding that this is...that the union attorneys take care of these grievances: wage scale, work schedule, calculation of overtime, et cetera, et cetera, et cetera. And it's also my understanding with the bill that the column on the right listed there the problem of sexual harassment, discrimination on the job, termination for other reasons, so on, now that would not...that would be handled by a union member with the union attorney. But if a nonunion member wanted to file a grievance against those particular items, then they could either hire the union's attorney or hire counsel of their own. Am I clear on the facts as...of what I stated?

SENATOR CUDABACK: Is that a question, Senator Janssen? Go ahead.

SENATOR JANSSEN: Yeah.