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SENATOR REDFIELD: Yes, Senator Janssen, and right now they would have to hire their own counsel and pay that bill now.

SENATOR JANSSEN: So nothing really is changed on that.

SENATOR REDFIELD: No, except that they could choose to use the union as well and pay them, if they felt they had the expertise.

SENATOR JANSSEN: Okay. Well, could a union member do the same thing...

SENATOR REDFIELD: Yes.

SENATOR JANSSEN: ...if they chose to?

SENATOR REDFIELD: Yes.

SENATOR JANSSEN: If they didn't believe that their counsel that the union had hired to represent them was adequate, they could choose their own, but they would...the union member would also have to pay for that counsel...

SENATOR REDFIELD: Yes, that's true.

SENATOR JANSSEN: ...if they were unsatisfied with the union representative.

SENATOR REDFIELD: That's true.

SENATOR JANSSEN: Senator, do you believe that a lot of people that have filed these little cards that we've all gotten in our offices are confused on this same matter also?

SENATOR CUDABACK: One minute.

SENATOR REDFIELD: I do, Senator. I think that they interpret it differently than LB 29 has been interpreted. I think the best answer is the fact that we did LB 29 a year ago; the sky has not fallen and, in fact, it has been working just fine and no one has complained. We don't see that anybody has been forced to join a union or pay fees they don't want to. It's a