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February 24, 2003 LB 226

SENATOR CUDABACK: Thank you, Senator Cunningham. Senator Smith. This will be your third time, Senator.

SENATOR SMITH: Thank you, Senator Cudaback, members. Senator Redfield, I'm even more confused now than before, because in private conversation that I had with you last week you had different responses than I've received this morning here on the record. And I do want to go back to...and I refer to the new handout that we just received from Senator Tyson, that on the first page, point number five, it talks about employees can be represented by one...according to the federal guidelines, federal law, the labor statutes, employees are represented by one entity in a grievance procedure, according to their contract. That one entity would be the union. It makes sense where the collective bargaining exists in Nebraska. And so they're represented by the union, and so I want to know, through this process, how someone could be represented in a grievance process other than the union. And that would...it's my understanding it would be in violation of the contract to bring someone in from outside of the collective bargaining process that is certainly reflecting back to the union. So I hope that we can get to the bottom of that because I don't think it's been clear. I actually think that this two-column handout here that states the differences between the grievance and the right to legal redress, and then just lists examples, and we can't cover every single contract that exists in Nebraska. And to me, I think we need more information on the table here, and I think this debate is healthy. Thank you, Mr. President.

SENATOR CUDABACK: Thank you, Senator Smith. Senator Redfield, there are no other lights on. You're recognized to close on AM0381, if you care to.

SENATOR REDFIELD: Thank you, Senator Cudaback. I would again ask everyone please to vote for this amendment because it, in fact, is in a section of law where it's talking about denying employment. That's not the intent of LB 226 and, whether you like LB 226 or not, I think that we want to make sure that no one thinks that this is trying to underhandedly undermine our constitution, which we can't with statute, but let's make sure by taking that out. Thank you. Please vote green on this.