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difference that they're allowed, but I know that it would not preclude us from doing LB 226.

SENATOR SMITH: Well, I know a lot of things wouldn't preclude us from doing LB 226, but it's a matter of how it's applied and what the effects are and, in particular, what the rights of an individual are throughout the whole process, and I, again, I raise concern. And based on Senator Tyson's handout here, is this handout inaccurate that says that an employee legal and practically has no choice of legal representation in a grievance of legal action to enforce the labor contract that sets the terms and conditions of his or her employment? Under the federal labor statutes, only the union that is the exclusive bargaining representative may represent employees in collecting...collective bargaining contract administration and grievance adjustment. Is that inaccurate?

SENATOR REDFIELD: Senator, an exclusive bargaining contract is necessary for the employer's benefit because, otherwise, they might have conflicting processes and procedures for a grievance. So it would be a nightmare for an employer to have to handle something for a large group of employees that might be wrong on one and right on the other, so it's very important for the employer that they only are dealing with one contract.

SENATOR SMITH: (Laugh) I understand that. That wasn't my question. My question is, how can an employee get outside of that exclusive representation if they don't belong to that collective unit, that bargaining unit?

SENATOR REDFIELD: They don't hire an attorney to go out there and negotiate their pay scale or their benefits or anything else. They don't...they can't do that. Once a union has been recognized by a majority vote of the employees, they can't do that, and that's because there has to be one agreement for everybody.

SENATOR SMITH: Yeah, I understand that, and that's why I'm trying to say that I think that LB 226 doesn't deal with as much choice as has been alluded to this morning. Now...and that's part of the process here, but I think we need to deal with all