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cannot be required to pay union dues. The most that nonunion...nonmembers can be required to pay is an agency fee that equals their share of what the union can prove is its costs of collective bargaining. But guess what. LB 226 doesn't ask them to pay a share of the costs of collective bargaining. Supreme Court also said that they could have, if they could prove their costs for contract administration. LB 226 does not, does not require them to pay a share of contract administration. And also the Supreme Court said they could require them to pay a fee for grievance adjustment with their employer, and what LB 226 does is only the grievance that you file on your behalf as a nonunion employee and contract with a union to do. So all of the other grievances that they participate in are gratis. You don't pay for them. And, yet, the Supreme Court clearly said that it would not be a violation of the National Labor Relations Act to require all of those things. LB 226 doesn't do that. It only says the part you like, the part you want ought to be the part you pay for. Thank you.

SENATOR CUDABACK: Thank you, Senator Redfield. Senator Smith.

SENATOR SMITH: Thank you, Senator Cudaback. Members, I hope to draw a distinction here of what's happening, what's proposed, and I think what the facts are. Now Senator Redfield has handed out a lot of materials relating to this, but I don't believe anywhere in her materials does it say that if someone chooses an outside counsel that the employer has to recognize that. In fact, they can't. Federal law and the collective bargaining process requires the employer to listen to one collective unit, that that's recognized in the contract. They cannot even recognize anyone outside of that based on that federal law. So what does that bring us? If the choices truly exist, as have been discussed this morning, it would be an entire assault on the collective bargaining process that we have in the state of Nebraska. Because everyone, by going out and getting their own counsel of their choosing, that in effect could be a union in and of itself. But I don't believe that that exists because of the federal preemptive law that states that an employer can only listen to one collective unit and that is the unit recognized in the contract, so that if an employee would choose to go outside and get counsel...now they...they can get everything they want