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collective bargaining agreements. If there is a collective bargaining agreement that doesn't have all of the things in it that this bill has, this bill takes the place of the collective bargaining agreement. That's the way it's written. And it's one thing for those who support it to keep saying, well, we meant this, or our intent was that. I believe they intended to do exactly what they've done. If it's not intended to trump a collective bargaining agreement, why didn't they say so? Why is no reference even made to collective bargaining? They only use the word "procedure." If the police agency or sheriff's department has adopted a procedure that, at minimum, contains everything that's in this bill, then this bill doesn't apply; otherwise, it does. If a collective bargain...a collective bargaining agreement is in place, that is a procedure that has been adopted. But if it doesn't say everything in this bill, this bill trumps the collective bargaining agreement. If you look at the committee statement, you'll see that the League of Municipalities and the city of Omaha oppose this. There were some police chief executive officers, but based on what Senator Synowiecki tells us, they all agree with this bill now. They were allowed to put their little part into the broth. But when you get differing points of view involved in crafting legislation, and each is allowed to put in what he or she wants and there is no coordinating or harmonizing, you come up with an atrocity such as this that even those trying to defend it cannot explain and don't understand. But I'll tell you one thing. When you create a laundry list like this, every one of those individual items can be the basis for a lawsuit if negative action is taken against a cop, every one of them. Every one can be alleged to have been violated. So you are creating, in fact, litigation, and that's exactly what these police groups want. Then they can intimidate an administrator by saying, if you take action against me, I'm going to sue your rear end...

SENATOR CUDABACK: One minute.

SENATOR CHAMBERS: ...and I'll bust you. Did you say time or a minute?

SENATOR CUDABACK: One minute, Senator.