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SENATOR CUDABACK: Senator Landis.

SENATOR LANDIS: Yes.

SENATOR JENSEN: ...for my own information, when you say personnel matters covered by employment contracts with its employees or other employee...employer-employee relationships, the state of Nebraska, of course, has many, many contracts with other individuals.

SENATOR LANDIS: Right.

SENATOR JENSEN: This would not cover those...

SENATOR LANDIS: It would not.

SENATOR JENSEN: ...contracts...

SENATOR LANDIS: That's right.

SENATOR JENSEN: ...outside of...

SENATOR LANDIS: That's right. For example, we hire independent contractors who do business with us. Doesn't cover them. They're not our employee. They're an independent contractor. I will tell you that the language I drafted stopped at employment contracts, period. Joanne Pepperl came down and said, that's true, but we are also an employer to employee. I mean they are our employee, but there aren't contracts. So that last phrase is not meant to open it up to people who are not our employees. It means only our employees who are not otherwise...not otherwise covered by a labor management contract, and there are some.

SENATOR JENSEN: Thank you. I have been in business for myself for over 40 years and I don't know how many people I have hired and terminated, way up in the hundreds, I'm sure. As an employer, one of the risks that you always have when you terminate anyone for any reason is certainly the risk or the thought of, am I going to be challenged somehow on this