

They notified the paper of this. The paper was aware of it. The paper had in their rules and regulation handbook that the carriers themselves were responsible for finding their replacements to the point of giving them vacation notices, for purposes of telling their subscribers who the substitute was going to be, giving them their number for purposes of contacting them. So anyone who filled in would also be covered under this provision.

SENATOR HILLMAN: So that would add lots more people as far as the employee list would go. On an official employee list, it would be something that they couldn't just bring in and, at the last minute. They'd have to make all these arrangements ahead of time, is that what you're saying, with the paper before anyone could substitute for them?

SENATOR HALL: No, the...when the...

SPEAKER BAACK: One minute.

SENATOR HALL: ..in a case, in a specific case, and I'll respond to that on my time since you've got...

SENATOR HILLMAN: Okay.

SENATOR HALL: ..such short time, but I'll answer that.

SENATOR HILLMAN: One of my fears with this amendment, I guess is what I'm trying to get at, is how it would impact youth and being...them having the capability to continue in a profession that I think has been looked at in many ways as being beneficial. Our...it taught our son many things and I would hate to see that the newspapers would have to go to what I would look at as an employee situation where they would hire adults, where children would no longer be able to have the flexibility that they needed and they would have to create a system that would be much more stringent than what they have now in allowing youth to serve. Our son did this for about four years. Got up every morning at five o'clock. I did not set the alarm. He did. He determined when he would deliver those papers because of the work force that he served that was with Swifts meat packing and those people went to work at six-thirty or earlier and he made sure they had their paper before they went to work, not because he was such a terribly ambitious person but, come Christmas time, the tips were there from those...