rights for a nonsmoking policy. I've strong support for this, not only from large businesses, but small businesses. I think it's significant to show that the associations and businesses, in most cases, have taken a neutral stance on this because they have many that are impacted positively on this, some, obviously, they feel they're impacted negatively. But I would submit that this is really a case of being able to have a smoke-free workplace for those that want it, or for those that require it for one reason or another. They should not be intimidated by some other employees or others in the workplace without...and have fear of reprisal, fear of being fired. This simply says that they have a right to exert that, that there are...that the employer needs to make a good faith effort at reasonable cost. And I would emphasize the reasonable cost. And I'll admit I cannot define exactly what reasonable cost is, but it's an effort to make a good faith effort to make it only at a moderate cost. And I would challenge those that say a lot of money is necessary to implement this bill. That is not the intent, I will state that for the record. It is not the intent of this bill for small employers to spend a lot of money. That is not, again, the intent. The intent is for it to be only reasonable, only an effort to be made so that those nonsmokers may have their rights allowed, that they may be working in a smoke-free workplace and have every entitlement to it, just as a smoker. I really don't quite understand why there are those willing, so willing to assert that if smoking is a right of the smoker, then certainly a smoke-free atmosphere ought to be the entitlement of a nonsmoker. They should be equal. And this is an attempt not to put one over the other but to at least make them equal. And I would submit that today many nonsmokers feel that they are not in an equal, smoke-free atmosphere.

PRESIDENT: Thank you. Senator Dierks, please, followed by Senator Wesely.

SENATOR DIERKS: Mr. President, members of the body, I am standing in support of this legislation. I think that people haven't even addressed the main issue here, and that is the issue of public health, the health of your person, health of your body. This is the thing that we're concerned about. And I don't think anybody can really talk about this issue without being concerned about the public health part of it, and we haven't really heard much about that. We're more concerned about the rights of individuals. But I think the right of their ability to live in a healthy atmosphere is probably far and