

is behind him and so I just put up with it. But, nevertheless, it seems to me (laughter) that some situation like this in different work environments has caused great conflict and friction. This bill would create a mechanism to resolve that, a policy would be required, that policy would have to be posted and in that fashion we would have an understanding between both smokers and nonsmokers how, in the work environment, we would go ahead and enforce this legislation. So I, personally, think it's been worked out to a point that is very reasonable. And, despite protest to the contrary, I think it's a piece of legislation that needs to advance and be passed.

PRESIDENT: Thank you. Senator Owen Elmer, please.

SENATOR ELMER: Thank you, Mr. President. Senator Wehrbein, would you yield to a question, please?

PRESIDENT: Senator Wehrbein.

SENATOR WEHRBEIN: Yes.

SENATOR ELMER: When we adopted the committee amendments, did that affect in any way the business acting in good faith toward this?

SENATOR WEHRBEIN: No. It really clarified the 1,200 square foot, which took precedent, the 15 employees or 1,200 square foot. It clarified an area in there that was not too clear.

SENATOR ELMER: So, what you're saying is, if a small business proceeds along a line to work with these employees in good faith, this law would not be applied to them?

SENATOR WEHRBEIN: That's right, and they would not be required to spend only reasonable cost. And I would say in a small business that would be a very, very, very modest amount. So I don't want to mislead you, but...

SENATOR ELMER: Okay, so, for example, a small business had, say, 25 employees and all the employees got together and they said, we don't think that this is necessary for us in our workplace, would that business still have to go ahead and do it?

SENATOR WEHRBEIN: If you said all, that means all, they would...only thing they would have to do is say smoking is