

SENATOR HEFNER: Yes.

SENATOR CHAMBERS: Do you think that if one person is condemned for a certain conduct, another person who commits the same conduct should be condemned also.

SENATOR HEFNER: This is for the same thing?

SENATOR CHAMBERS: Yes.

SENATOR HEFNER: Yes.

SENATOR CHAMBERS: If we have a company that tests an employee and fires him or her because of the use of drugs that affects the employment relationship, and I'm not going to make you explain that, then suppose we have CEO who is using drugs on...let's not take the CEO because he or she is at the top, but a mid-level administrator who is caught using drugs on the work site but is put into a drug treatment program by the company, do you think that is fair?

SENATOR HEFNER: Would the employee receive a drug treatment program too?

SENATOR CHAMBERS: No, under this that we have here the employee is fired.

SPEAKER BARRETT: One minute.

SENATOR CHAMBERS: The employee is fired.

SENATOR HEFNER: Okay, what this bill as amended says...

SENATOR CHAMBERS: No, I'm just asking you, do you think that is fair? You treat the line employee one way and a supervisor a different way when they both engaged in the same conduct.

SENATOR HEFNER: That is management's decision.

SENATOR CHAMBERS: Okay, so if it's...you don't mind if there is a difference in the treatment if management decides to handle it that way.

SENATOR HEFNER: I would say if I was the chief operating