

can say that my amendment is unreasonable? I know that the words can be uttered but I don't think a reasonable argument can give...be given as to why this amendment should not be adopted, and I hope that it will be.

SPEAKER BARRETT: Before recognizing Senators Kristensen, Coordsen and Hefner for discussion of the Chambers amendment, the Chair is pleased to introduce three guests of Senator Lowell Johnson. Under the south balcony, from North Bend and Fremont, we have Caroline VonRein, Genevieve Gross-Rhode and Clair Gocken. Would you ladies please stand and be recognized. Thank you. We're happy to have you ladies with us today. Senator Kristensen, please.

SENATOR KRISTENSEN: Thank you, Mr. Speaker and members, I rise to object to the senator's...Senator Chamber's amendment. And the reason I do is that Senator Chambers will stand up and give this good speech about terminating people and about denying them the right to work and to earn a living. That's a good speech for a different area. The area that we're talking about is Senator Hefner's amendment. Senator Hefner's amendment deals with the denial of unemployment benefits. This is not an amendment that deals with termination of employees' work. This is not giving them benefits once they're terminated. This is the end of that process, certainly not at the beginning. What would happen under Senator Chambers' amendment is that for a denial you would have to show substantial impairment and I think of an example. Let's say that I have an employee that goes off to lunch, sits on the workbench, smokes a little marijuana over the noon hour, jumps back into his truck or into his vehicle or into his piece of equipment, goes back to work. He is fired because of that. Now the issue is, does he get his unemployment benefits or not? That offends my sense of what's right and wrong. I don't think he should get those benefits if that's what he has been doing and they can prove it. Now this...they're going to have to be able to prove it, that it affects that employment relationship in the course and connected with an individual's work. The substantial impairment brings in a whole higher range, a whole higher burden for denial of benefits. And we still have the termination of will doctrine in this state that you can fire, if you're a private employee, you can be fired at the will of the employer. And if you are in the public employment arena, obviously, you have got your due process rights. You have got property interest in your job and you're going to have to follow an employee handbook if your