

community with this legislation, I hope you've had a chance to look at some of the handouts I've given which will indicate that the experience in other states that have had this has not been so negative, that in fact, there are studies that show that family medical leave can benefit companies, help companies, save money for companies, not hurt companies. We only affect 2 percent of the companies in the state with the current figure of 100 employees or more being qualified to be covered by this bill. That's about, as I said, only 2 percent of the companies but 46 percent of the employees are covered under the bill. So we do catch a very large number of the employees in this state and provide for them a minimum standard for family medical leave, but there aren't that many companies that are impacted. You won't be able to convince those 98 percent of the other companies that seem to be writing in and concerned about this though. They obviously feel that this is the first step toward further encroachment in their prerogatives. However, I hope that they will look further at the evidence that is found in other states that have this and will see as I have indicated to you on one of the handouts that the vast majority of employers that have had family leave bills adopted in other states, didn't have any problem with the implementation and, in fact, a large number of companies found the implementation extremely easy. They have also found that leave policies will not have a net cost to employers especially unpaid leave because you turn around and you provide for retention of those workers as a result of this. Those people that have been trained, have experience on the job, have family medical problems or personal medical problems and they'd like to keep working for the company but they need to have some leave time by granting them leave, by trying to make do for the short time that they are away and then having that experienced trained employee come back, the studies have shown time and again that that is a benefit to the companies involved, that they actually gain in the long run. The best that is indicated that is from AETNA and I have passed out a report from that. They found, in fact, that their family leave policy in 1988, first established in 1988, saved \$2 million to that company and they talked about the things that they can do. A lot of companies are concerned, but what will we do when this person is on leave? Well first off, there's unpaid leave and so the money that you had budgeted for that salary could be turned around to hire a temporary worker to fill in or you could use the salary to give bonuses to other people to take over some of the additional work load of the person that is gone. Or you could bring in a retiree who knows the job for a