

adopted and...and we advance the bill, we will get a sense of the fiscal impact, we can take a look at that. And I'm willing to negotiate with Senator Ashford, I can live with that. The other thing to do might be not to have the amendment at General File, and look at it on Select File and see if that...if that would take care of the concerns of some of the business community. I can live with it either way. I think Senator Ashford is making a sincere attempt and I'm willing to work with him on it. I'm...I'm pledging that right now. I, again, want to emphasize the cost factors, though, that we're looking at. This is a point that we've been pounded into here for four years that the issue has been before us. But SBA, which is certainly no...no lackey for liberal causes, did a study that shows that costs of terminating an employee due to illness, disability, pregnancy or child birth were significantly greater than the costs of granting leave. That's in addition to the other studies, the GAO study, which shows there was little, if any, measurable net cost to employers associated with replacing workers or maintaining current levels of output while workers are on unpaid leave. So we've got the GAO, we've got the Small Business Administration, we've got AETNA, we've got study after study that seems to indicate that...that this legislation doesn't hurt economic growth. We've got some figures about that that showed that states that have it grew faster...had employment growth faster than states that didn't have it. And we have specific examples of where companies have been able to manage. Companies like Harris Lab, Senator Crosby sent around a letter, I have a lot of respect for Harris Labs, they are good individuals, and I think they're very well intentioned and provide good benefits. But I don't know that they are looking at this as carefully as they can. I think that as people get past the knee jerk, I don't want to be told to do this reaction, from the business community, and think about it more carefully. I think they will find that they can manage through this quite well. And, as we've said, in other states where they have adopted this, 91 percent of the responses were they didn't have any problem with implementing it from the business community. So time and time again it seems apparent to me, as Senator Schimek said, I have some real questions about why there is opposition to the bill, other than the I don't want to be told to do something that I know I should be doing, but I don't want to be told to do it. That's about the best argument that I've heard. There may be some other specific arguments, I'd like to hear them. But at this point, I again would indicate on the Ashford amendment it's something I can live with, with further