

option, if you can have your benefits, your insurance pol...your insurance, for example, if you want to pay for them, for that...those benefits, out of your own pocket, again bearing in mind that you're not receiving a pay check. And in many cases that's very difficult. Go ahead and ask people say, we'll give you your insurance that you probably need, but oh, by the way, you have to pay for it without a pay check. Many times that's not...that's not possible. What this amendment would do would be the following, it would basically say that we're going to allow, as the origi...as the Wesely bill, I believe, ended up doing was going to allow six weeks for state employees only. It would be a paid six weeks. And the reason I had the paid in there is simply because if we're going to say that you're going to be able to receive the benefits or not, if you're going to be able to have your benefits we might as well give you the check so you can pay for it. The cost is interesting. We did a survey. And actually the cost is quite low. Again, I emphasize the cost is actually quite low. We put a survey to all the departments over the summer, and we got a response back from 85 percent of the departments and agencies in the State of Nebraska. An interesting thing happened on the survey. We asked, of your employees, over the past few years, how many have taken pregnancy leave. And of those numbers, how many were actually replaced with someone because you really needed to have someone there, so you actually hired someone in its place. The results came back, which really surprised me. The results came back saying, for the most part, again according to the study that we had, or the survey that was returned, that 85 percent of the agencies respond, the results were that of those that took actual leave for pregnancy time, only 19 percent were actually...there was someone else actually hired. So, a very small percentage of people actually the agency hired a replacement. If you assume the benefits, that they would not necessarily have, that the state wouldn't have to pay for, because certainly we're going to be paying the check, assuming the number of people that might become...take a pregnancy leave, taking the average that the state figures show, the actual cost, if there's a 19 percent, 19 percent replacement would be right around \$209,000. And actually, according to the fiscal office, there would really not be an A bill, necess...there may not be an A bill because we actually don't know. I'd have to be honest we probably don't know. It would be one of those where the agencies would have to eat the costs, and probably at that point come to the Appropriations Committee, and if it was a large amount, they would have to ask for a deficit appropriation. And