

1.1 million or 1.5 million that they calculated as the cost. They said the following. Here's what we do now for our state employees, we say, hey, listen, if you're going to take pregnancy leave, if you're going to have your child and you have to leave, you have to use all of your sick leave or vacation time. All of that is paid for. All of that is paid for. So, at this particular moment, if they take that time to have for their pregnancy leave, that is paid time now. Okay, technically we are paying that now. But when they figured the cost, they said, ah, since they technically are taking time that would be paid, that paid time would be X number of days, X number of weeks times the amount they are being paid, plus if they hired every substitute on every person that took paid leave, that would add X amount so that gave us the 1.1 figure. About one million of that was monies that we were already paying, you know, so the Chairman of the Appropriations Committee knows that that number is not right. He also knows how the number was figured and he was also correct when he said it could be somewhere in between, it would be, it would be way on the low side, way on the low side. And he talked about an unscientific survey, absolutely correct, it was not done by the most...the best of the statistics courses that I had taken in the past. What it did do is it went to every agency of which we got response from 85 of the some 92, including the largest agencies, such as Social Services. We asked them to go back in their records and find out, give us the information how many people actually took pregnancy leave. And then we asked another simple question. We said, of those people that took pregnancy leave, by the way, did you hire a replacement? Now you can't get any more accurate than that. And when they came back with the information they came back with, when you total it up, 19 percent on the average for the last five years, 19 percent only have been replaced. That is the amount of money that we're talking about actually would have to be paid over and beyond, with an exception, if someone had no sick leave, no vacation, then there would be an additional cost there as well. So we're not talking about a million dollars. Senator Moore knows that and I wanted to clarify that. One of the points I would like to leave the body with is we're in a discussion, I think, about which way to go and I feel unfortunate that we're at this particular point of discussion, as Senator Wesely knows. But one of the concerns I have is if this body later on votes not to advance 145, and, again, I don't think the body will at this point, but if the discussion is we need to do something for business, how could we possibly argue that we should have