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kind of companies are we talking about? Are we talking about manufacturing, packing plants, service businesses, telecommunications?

SENATOR WESELY: Yeah.

SENATOR PIRSCH: In other words, it covers all of these.

SENATOR WESELY: Yeah. We don't restrict on type of business but it's the 100 employees in one location also.

SENATOR PIRSCH: Okay.

SENATOR WESELY: So you may have 100 employees but if they're scattered in different sites, that...unless there are 100 in one location, it wouldn't qualify.

SENATOR PIRSCH: Okay, that's helpful also. When Senator Bernard-Stevens was talking about only 19 percent of those were replaced during their leave, I thought maybe perhaps the state could have done away with the rest of those jobs... (Laughter.) ...if state employees are not needed or not replaced, but that...that was defeated and what we have before us is the family leave act and it's a very...a very difficult decision to make for me because I would love to do everything I could for families who are going through these kinds of situations. Senator Warner talked about in the state instance the bargaining which was...was evidently not applicable but it would be applicable in our private companies. Is it not now perhaps a bargaining chip or benefit for companies and between the companies and their employees on this kind of practice? Sorry. Senator Wesely, please.

SPEAKER BAACK: Senator Wesely.

SENATOR WESELY: Yes. I...I believe that, obviously, there's one point at which some negotiations could occur.

SENATOR PIRSCH: So, actually, I do know of companies who are doing this now and I don't know if you have figured that into your percentages either, but I'm sure there are a great number of large companies who have either bargained or have made...

SPEAKER BAACK: One minute.

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