

employers are most afraid of, it's not that they don't want to be compassionate and helpful, and I'm sure many of them are being compassionate and helpful, but you're saying if we require these things by law and that isn't what happens, or it isn't even...even if it is what happens and that isn't what the individual believes is happening, then they can go to a court of law and sue the employer. And I know you're going to have people there in a couple of weeks with some of these people who are not happy, and they're saying, well we can take them to court for this, and you're going to have these employers in court. And this, to me, is what I see all over this bill. We have commissions out there that are advocates for different people. We have many, many community organizations, lists and lists of community organizations to help any individual, regardless of what country they come from or what language they speak, these community organizations are helping these individuals. And Senator Day said it puts a burden on the community, I'm not sure that that would put a burden on the community any more than a lot of the things that we do here puts a burden on the community. So I hope people will see this as an opportunity for liability against the employer, that's what employers are most afraid of with this bill. And pulling at your heartstrings, like Senator Chambers is doing, is one way to try to get this bill through. But I hope you kind of look at the broader picture here and see many times we'll pass legislation here not knowing what the consequences are, and I believe the consequences of this bill will be just to allow for more opportunities to take employers to court. And I will be supporting Senator Bromm's amendment. Thank you.

SPEAKER WITHEM: Thank you, Senator Witek. Senator Chambers.

SENATOR CHAMBERS: Thank you. Mr. Speaker, I'd like to ask Senator Witek a question.

SPEAKER WITHEM: Senator Witek.

SENATOR WITEK: Senator Chambers.

SENATOR CHAMBERS: Senator Witek, are you aware that Iowa has a bill...has on its books a law very similar to this? It's just not as narrow as Senator Beutler's amendments have made this one.

SENATOR WITEK: No, I am not, but I am aware that...