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we've designated the rural tier if you are the Union Pacific, if you are ConAgra, if you are Wal-Mart with a distribution center. You're probably going to treat all of your employees alike in those settings. But you might find, for an employer...

SENATOR SCHIMEK: One minute.

SENATOR LANDIS: ...who is able to tailor the project and not have other responsibilities, not have other employees to be concerned about, to get the lower-waged, "nonbenefit"...or rather, I'm sorry, the higher-waged, "nonbenefited" number, which would ultimately be at a lower cost to the company than to have benefits. I think that's possible.

SENATOR BOURNE: That's my concern, Senator Landis, and I think it would be particular...particularly among the smaller number employers, I mean the lower. It's not going to be the Union Pacifics or the ConAgra. It's going to be the smaller employers. And I do think that this language, while we need to encourage everyone to have health insurance, I think in some instances it may prove to actually be a disincentive, and that's of concern to me. Thank you.

SENATOR SCHIMEK: Thank you, Senator Bourne. Senator Beutler, you are next to speak.

SENATOR BEUTLER: Mr. Speaker, members of the Legislature, it's good that we're talking about all these different aspects. I think many good points have been made. And I do think and I would support on Select File or, if it were offered now, something that made some distinction between urban and rural wages. But it's an interesting...it's a fascinating question. I wonder how many rural senators here would be in favor of distinguishing on state employee salaries based on whether they're working in urban or rural areas. You know, we don't do that. Why don't we? If it costs less to live in the rural areas, why don't we pay state workers less in the rural areas? Because it's not fair maybe? The other thing that bothers me a little bit is was talk about these 16-year-olds who don't need to make all this money. Even though they might do the same work, even though they might do the work better than others,