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SENATOR CUDABACK: Your time is up, Senator Bourne. I'm sorry.

SENATOR BOURNE: Thank you.

SENATOR CUDABACK: Thank you. Senator Cunningham. And this will be your third time.

SENATOR CUNNINGHAM: Thank you, Senator Cudaback and members. I'm going to be very brief. But there is one thing I'd like to let you know. In 46 of the other states in the country, they have a requalification system. It's a totally different system than we have. And Iowa, right next door, is one of those 46 states. And in any of those 46 states, the way I understand it, most of these people we've been talking about, especially...at least the ones that quit on their own free will, they would not be able to collect unemployment at all, unless they had gone and gotten another new job and worked the qualifying number of weeks at the new job and then were laid off through no fault of their own. That's the only way they would even collect at all. So when we had the person here from the Iowa Department of Labor and we sat through this meeting for about an hour, and it finally hit him, he said, you mean that somebody can quit on their own free will and collect unemployment here? And we said, yes, that's what we're talking about. So it shocked him. It...so this isn't a major concept that we're trying to do. You know, we've got to realize that the vast majority of the people in these situations, they need to take personal responsibility, and the problems they're having, they're caused by their own will, when they quit without good cause, or fired for misconduct. Is Senator Chambers here? Senator Chambers, would you answer a question?

SENATOR CHAMBERS: Maybe not the way you want, but...

SENATOR CUDABACK: Senator Chambers.

SENATOR CHAMBERS: ...I'll certainly answer it.

SENATOR CUNNINGHAM: Thank you, Senator Chambers. Earlier, if you heard me talking about the nursing home employee that was abusing a resident of the nursing home, and that employee was