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system asks our employers with a positive balance, the people who are not laying off employees, we're asking them to pay more than their fair share. At the same time, those who are in fact utilizing and have a heavy experience level are not really bearing the fair share that they should be paying, so that's what we're trying to remedy in the whole process, to make sure that we are actually hitting the employers that are creating the problem at a greater rate than those certainly who are contributing to hiring our people and putting them to work and a paycheck in their bank account. I also want to piggyback on Senator Combs' discussion. I don't know how much you were listening, but we paid a great deal of attention to the discussion last year over some of the people who find themselves out of work through perhaps a choice. Someone chooses to take other employment, that spouse, means that you have to leave your employer. We listened to that and we have taken care of it in the bill. We have looked at a particular industry, such as construction, where in fact projects are short term, and we wanted to make sure that we addressed their needs very carefully within the bill. We also looked at some other pieces because we wanted to make sure the people who were having to collect an unemployment check could actually utilize the system from week one and not have to wait, as they do now, until week seven through ten in order to have a paycheck to support their family. So we have a long laundry list of what are good cause quits and we have incorporated those into the body of the amendment, and I hope that you will endorse that portion because that is very, very crucial in protecting the citizens who are hard workers and want to be employed but, because of circumstances, whether in fact there was some misconduct on the part of the employer, there was an unsafe situation in the workplace, there are a number of good cause quits and I hope that you look at that portion very carefully. I think it's a positive move on the part of everyone that was involved. I hope that we heard all of your concerns, that we didn't leave out anything that was not addressed. Thank you.

SENATOR CUDABACK: Thank you, Senator Redfield. Further discussion? Senator Chambers, followed by Senators Cunningham, Connealy, Wehrbein, Beutler. Senator Chambers.