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have both the dual benefit of how that's going to help us in our budget and what we pay for healthcare, but also for people like this woman, who lost her babies because she couldn't get healthcare in this state. And this is an opportunity to do that. I'm going to be working with the senators on Select File. Senator Synowiecki has been leading the charge on this, and I look forward to working with him on that. But we have an opportunity here to make sure that the jobs we are creating have...

SENATOR CUDABACK: One minute.

SENATOR THOMPSON: ...healthcare coverage, because no one, no one in this state, should be in the situation this woman was in.

SENATOR CUDABACK: Thank you, Senator Thompson. Senator Synowiecki.

SENATOR SYNOWIECKI: Thank you, Senator Cudaback. Thank you, Senator Thompson, for all of your efforts relative to these issues. You certainly have brought them to the forefront of the Legislature. It's a relatively simple concept, is trying to incorporate the healthcare benefit, or healthcare provision within our incentive package, and how it makes, to me, some sound public policy principles are evolved here, particularly given our Medicaid expenditures. The tier system or the graduated system of the 60 percent, 75 percent, 100 percent, you're talking about a range between \$8 an hour and \$14 an hour, roughly. And, Senator Baker, I think that we can arrive at a way where you incorporate the healthcare benefit while still acknowledging the demonstrated differences in our urban and rural standard of livings, relative to cost. And it's a relatively simple concept that I'm thinking of, and that is a percentage of your hourly wage, whatever that wage might be, whether it be the \$8 threshold or the \$14 threshold. What you as an employer provide in terms of a fringe benefit, in particular, relative to the healthcare fringe benefit with the job, you receive credits based upon a graduated sanction on that. If you give 25 percent of that hourly wage, again, whether it's \$8 an hour or \$15 an hour, at a 25 percent level of fringe benefit, you set the threshold, the criteria, to be