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I was brought up on charges on that issue. I employed someone under the age of 16 on a Saturday for nine hours instead of eight hours; didn't know you couldn't do that, and I was in error. Senator Beutler, you said that this doesn't hurt business when you raise the minimum wage, and I contend you're probably right. It does not hurt business, but it hurts the employees. It hurts the employees that don't get a job because they are going to be less of them working. I will guarantee you, less of them working, and if it doesn't hurt the employees, it will hurt the consumers, because prices are going to go up. The business will not be affected. They'll either lay off or they'll raise prices. It is one way or the other. I did have one other point and I have forgotten that, so I'm going to close right now. Thank you.

SENATOR BAKER: Thank you, Senator Cunningham. Senator Friend.

SENATOR FRIEND: Thank you. I'm sorry, Mr. President, members of the Legislature. Senator Beutler, I'm sorry. I didn't get a...I was going to talk to you off the record, but I was wondering if...we might as well do it on the record. I actually had a couple of questions, if you would be so kind as to yield.

SENATOR BAKER: Senator Beutler.

SENATOR FRIEND: And these are things that we have addressed a little bit before, but...thank you, Senator Beutler. I guess I've communicated to you some of the concerns that I've had, and I don't think...I don't know that it's something that we can't get past. But I think we...I have addressed this with you, and I wanted to ask you a quick question about it. Why a three-tier approach? Let's lay it out: 2006, 2007, 2008. We are, for all intents and purposes, forcing a mandate of what I would call business policy, whereas the background or the history, I would venture to say, has been more...less incremental, where, for example, the federal government would say, let's go ahead and crank this up now. Here it is; here's the number. And then eight years later or five years later or ten years later or, as you pointed out, unfortunately, sometimes even further than that, they say, okay, it's time to address this again. Why the three-tiered approach? Can you just address that real quick, as