

difficulty with a mandate no matter whether it's 50 or 100 on the limitations on businesses on particular policies. Therefore, my amendment, quite honestly, would simply say there is something that the Legislature can do that would not affect private industry. There is something that we can do to say, yes, parental leave is very, very important to families and that is that we can adopt the policy that would put a family leave, medical leave program in, in place for state employees. And that, in essence, is what this amendment would do. It would make the bill applicable to state employees and to only state employees. Basically, it was estimated by Fiscal as they were running an analysis of how much this particular bill would cost if this amendment were agreed to, and this is where it gets tricky and I'll try to be as clear as I can. If all of the people that were potentially in the child birth areas would give birth, in state employees, we would have approximately, again guesstimate, on previous years 475 births. If you assume that they would be taking sick leave, which they now technically can do which is paid, so we're not technically paying anymore at all, if you assume that they were being paid and/or they took sick leave and were being paid, as present policy, the only extra cost then would be if we hired someone to replace them. My staff and I did a survey over the summer to all the agencies and we had responses from, I believe, 80 of the 92 agencies or departments that were out there. And, basically, what we found is that those people who took pregnancy leave only 19 percent were actually replaced. So if we assume that 19 percent or so would actually be replaced, the actual cost would be what we would be paying the person on their...on their parental leave and the cost we would be paying for replacement, and that cost, based on the number of births that potentially could take place would be somewhere around 240 to \$260,000. I might also point out that a bill of this nature probably would not have an A bill because there are so many unknown. It is unknown how many would take pregnancy leave. It's unknown how many actually would be hired. So, consequently, you cannot put a known amount in. It would, in all practical purposes, each agency that would have this happen, if it was an amount that they had to pay that was not within their budget would have to come...would have to do one of two things, they would have to eat the amount within the original appropriation or come back for a deficit appropriation. That is, in essence, what we're talking about. My amendment would simply do the following. It would put the Legislature...give the Legislature an option of saying that we're not going to worry about the private enterprise. We're