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## Select Minnesota laws that took effect January 1, 2024 part 1

The following are select new laws passed during the 2023 legislative session that took effect Jan. 1, 2024. Summaries of all laws passed by the 2023 Legislature are available online from non-partisan House Public Information Services at [www.house.mn.gov/newlaws/#/search/2023](http://www.house.mn.gov/newlaws/#/search/2023)

### EDUCATION-Access to menstrual products

A school district or charter school must provide access to menstrual products at no charge. Products are required to be available in restrooms regularly used by students in grades 4 to 12 according to a plan developed by the school district.

Rep. Cheryl Youakim (DFL-Hopkins) and Sen. Mary Kunesh (DFL-New Brighton) sponsored the K-12 education law that contains the requirement. HF2497\*/SF2684/CH55

### EMPLOYMENT-Earned safe and sick time

Beginning Jan. 1, 2024, earned sick and safe time will be guaranteed for nearly all workers in Minnesota.

The provision is in the jobs, economic development, labor, and industry law sponsored by Rep. Hodan Hassan



(DFL-Mpls) and Senate President Bobby Joe Champion (DFL-Mpls).

Under the law, employers must, at a minimum, allow employees to earn one hour of paid earned safe and sick time for every 30 hours worked, up to a maximum of 48 hours per year. Accrual begins when a qualified employee begins employment and may be used as it is accrued.

The law applies to any employer with one or more employees, and it covers all employees, including part-time and temporary. An employee is anyone who works at least 80 hours a year for an employer in Minnesota. Independent contractors are not included.

Earned safe and sick time can be used and the employee compensated at their regular hourly rate, in part, for:

- the employee's mental or

physical illness, treatment, or preventative care;

- care of a sick family member or a family member in need of preventative care or treatment;

- an absence related to domestic abuse, sexual assault, or stalking of the employee or a family member;

- closure of the employee's workplace or a family member's school or care facility due to weather or a public emergency;

- inability to telework due to an employer's policy or while seeking a medical diagnosis or testing for a communicable disease related to a public emergency at the employer's request or after the employee's exposure; and

- a determination by a health care provider that the employee or a family member is at risk of infecting others with a communicable disease.

Employers must provide notice to current employees of the law's requirements and their rights and remedies and to future employees at the start of employment "in English and the primary language of the employee, as identified by the employee." Notice may be posted at the work location, provided in a paper or electronic copy, or posted online or in an app. Rights and remedies under this section must also be

new year. This includes that meat-processing employers adopt a safe worker program to minimize and prevent musculoskeletal disorders. Employers must provide each worker with at least eight hours of annual safety training that addresses health and safety topics relevant to the establishment and the worker's job assignment. At least two of the hours must relate to the facility's ergonomic injury prevention



included in any employee handbook. Employers are not required to pay out accrued time upon employment separation. HF3028/SF3035\*/CH53

### -Meat-packer safety

Portions of the "Safe Workplaces for Meat and Poultry Processing Workers Act" took effect at the start of the

program. Training must be done in a language and with vocabulary the employee can understand.

Written information and notifications about employee rights must be provided at least annually to workers in their language of fluency. If a worker is unable to understand

Continued on Page 3

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# GUN SHOW

**Fri. & Sat., January 12 & 13**  
Brainerd National Guard Armory • 1115 Wright Street, Brainerd  
Friday 4 p.m. - 8 p.m. • Saturday 9 a.m. - 4 p.m.  
Admission \$5, Children under 12 Free when accompanied by an adult. Not admitted unless 18 yrs. or with an adult. • Law Enforcement in Uniform FREE Admission  
**Saturday is free with your hand stamp from Friday.** All local, State and Federal laws must be observed.

**FEATURING: New & Used Firearms, Reloading Supplies, Ammo and Other Related Items.** Clayton the Coin Guy will be there, so Bring in Your Old Coins!

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RENT \$40 each 8 ft. long table when paid in advance.  
**Rent Four Tables and Get One Free** • Dealer set up times: Friday 11 a.m. to 4 p.m.  
For reservation, show times or places contact **ACExpos at 218-290-0274**  
All vendors are responsible for compliance of Local, State and Federal laws and regulations. Placement of reservations is an agreement to terms and rules. Promoter assumes no responsibility for vendor's transactions. Promoter is not responsible for loss due to accident, theft and lack of attendance, or any other causes. Pre-paid table rent is a guarantee of reservation. All shows will be billed for reservations. All dates are subject to change without notice.

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1/2 PRICE GLASSES OF WINE  
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**January Specials**

**Thursdays 5PM-8PM**  
All You Can Eat\*\* *Broasted Chicken*  
Your choice of white or dark meat. Served with mashed potatoes & gravy, seasonal vegetable, coleslaw & a dinner roll \$15

**Saturdays 5PM-8PM**  
All You Can Eat\*\* *Shrimp and Ribs*  
Devil's Washboard beer batter shrimp, smoked St. Louis style ribs, french fries, seasonal vegetable, salad & a dinner roll \$29

**Fridays 5PM-8PM**  
All You Can Eat\*\* *Fish Fry*  
Served with coleslaw, french fries, seasonal vegetable & a dinner roll \$19

**Sundays 9AM-Noon**  
*Crepe Bar*  
Crepe's filled with your choice of Pineapple Upside-down, Strawberry or Blueberry compote. \$3/each

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For more information call **Jim Blakesley**  
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Old wood (decks, siding, logs, etc.) looks new again with media blasting and staining!

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Minnesota laws that took effect January 1, 2024 part 1 | Continued from Page 1

stand written information and notifications, the employer must provide the information and notices orally in the worker's language of fluency.

The changes are in the jobs, economic development, labor, and industry law sponsored by Rep. Hodan Hassan (DFL-Mpls) and Senate President Bobby Joe Champion (DFL-Mpls). HF3028/SF3035\*/CH53

-Job applicants cannot be asked about past pay history

Employers, employment agencies, and labor organizations will be prohibited from inquiring into, considering, or requiring disclosure of the pay history of an applicant for employment for the purposes of determining wages, benefits, salary, or other compensation.

Applicants can voluntarily provide the information, and if so, the employer can consider the voluntarily disclosed salary history to support a wage or salary higher than initially offered.

The change is included in the public safety and judiciary finance and policy law sponsored by Rep. Kelly Moller (DFL-Shoreview) and Sen. Ron Latz (DFL-St. Louis Park).

For employment covered by collective bargaining agreements, the law is not effective until the date of implementation of the applicable collective bargaining agreement that is after Jan. 1, 2024. HF2890/SF2909\*/CH52

Contractors working at oil refineries must abide by new

safety standards

Workplace training requirements will be modified for third-party contractor employees working at Minnesota's two oil refineries.

Contracts entered, extended, or renewed on or after Jan. 1, 2024, between refineries and contractors will require that a percentage of workers be graduates of, or apprentices in, a registered apprenticeship program. The requirements will be phased in over time so 30% of a contractor's workforce must qualify as "skilled and trained" as defined by the law by Jan. 1 2024, 45% by Jan. 1, 2025, and 60% by Jan. 1, 2026.

Previously existing contracts must be renegotiated to comply by Jan. 1, 2025.

Companies can be fined between \$5,000 and \$10,000 per violation.

Exemptions are provided, such as if a good faith search by a union to find qualified workers for a contractor comes up empty or an emergency necessitates immediate action by whomever is working at the refinery.

Rep. Dave Lislegard (DFL-Aurora) and Sen. Judy Seeberger (DFL-Afton) sponsored the law. HF10/SF10\*/CH30

HOUSING- Residential landlord and tenant changes

Included in the public safety and judiciary finance law are provisions directed at landlord and tenant relations.

Among its provisions:



- a landlord must provide heat in a residential tenancy of at least 68 degrees when it is less than 60 degrees outside from Oct. 1 to April 30;
• types of incidents that allow a tenant to petition for emergency repair in a residential rental unit are specified, including the loss of running water o sanitary facilities, no heat, and a broken refrigerator;



- when an animal is allowed on rental property, a landlord cannot advertise in a way that would discourage a potential renter from renting the unit who has not declawed or devocalized their pets, nor can a landlord refuse to rent a unit or require a current renter to declaw or devocalize their animal;
• all nonoptional fees must be disclosed in the lease agreement with a total of rent and all nonoptional fees listed on the first page of the lease;
• a landlord must offer an initial inspection of a unit to identify deficiencies or clarify the state of the unit related to the damage deposit;
• before a tenancy ends, the

landlord shall give the tenant written notice about the right to do a walk-through inspection no earlier than five days of the tenant moving out, thereby allowing the tenant a chance to fix any deficiencies or avoid having money taken out of the damage deposit;

• landlord entry into a residential unit is restricted to between 8 a.m. and 8 p.m. and the law clarifies that notice must be at least 24 hours before entry;

• a statutory procedure is created for a tenant to terminate a lease early if the tenant is moving into certain types of medical facilities; and

• for leases longer than 10 months, a landlord must wait four months after the tenant

moves in before they can ask them if they want to renew the tenancy.

Before bringing an eviction action alleging nonpayment of rent or other unpaid financial obligation in violation of the lease, a landlord must deliver a letter explaining the total amount of rent owed and information about rental rights and assistance. The landlord must wait 14 days to proceed with filing an eviction to allow the tenant to pay the rent owed.

Rep. Kelly Moller (DFL-Shoreview) and Sen. Ron Latz (DFL-St. Louis Park) sponsor the law. HF2890/SF2909\*/CH52

-Siting micro units on religious property

Religious institutions can site micro-unit dwellings on their property. Cities must permit sacred settlements of

micro units via permitted or conditional use.

Technical standards for micro units to be eligible for placement in a sacred community are established, including size, anchoring, material grade, insulation, toilets, electrical systems, framing, and life and safety systems. All units and their anchoring must be inspected and certified for compliance by a licensed professional engineer or qualified third-party inspector.

Rep. Hodan Hassan (DFL-Mpls) and Senate President Bobby Joe Champion (DFL-Mpls) sponsored the jobs, economic development, labor, and industry law containing the provisions. HF3028/SF3035\*/CH53

To Be Continued Next Issue

COMMUNITY EVENTS

January

8th - Northland Arboretum Book Club "Miss Benson's Beetle" by Rachel Joyce, 5 - 6:30 p.m. at 14250 Conservation Dr, Baxter. Meeting is in upper level of the Northland Arboretum. Call 218-829-8770 for more info.

11th - Jessie F. Hallett Memorial Library in Crosby Free Movie Night, 5:30 p.m. Popcorn and refreshments are provided, but bring your own blanket for comfort. Call 218-546-8005 for the movie showing or for more information.

Please submit Community Events by e-mailing hopper@crosbyironton.net



LOOK WHOSE BABY JUST ARRIVED

ANDERS MURPHY

Anders Henrik Murphy, a boy, weighing 7 lbs., 14 ozs., was born Dec. 28, 2023, in Aitkin, to Amanda and Tom Murphy of Aitkin. Grandparents are Don and Linda Amey and Marnie Olson.

LEGAL NOTICES

(Published in NewsHopper Sat., Dec. 30, 2023 & Jan. 6, 2024)

WEALTHWOOD TOWNSHIP BOARD OF AUDIT

The Board of Audit for Wealthwood Township will be held on Tuesday, January 9, 2024 at the town hall at 7:00 p.m. with the regular meeting to follow.

Dated: December 5, 2023 LINDA WENDLANDT, Clerk Wealthwood Township 2.2

(Published in NewsHopper Sat., Dec 30, 2023, Jan. 6 & 13, 2024)

LIBBY TOWNSHIP BOARD MEETING

The Libby Township Board will meet online at 5:00. p.m. on Tuesday, January 16, 2024 to discuss matters that may come before the board. The meeting will be conducted via Zoom. Contact Jane Jewett, clerk, at jane@janefarm.com to request the Zoom link.

Dated this 19th day of December, 2023 Jane Grimsbo Jewett, Clerk Libby Township 2.63

Advertisement for Northern Air Plumbing and Heating, featuring a \$79 Gas Furnace Inspection and contact information for northernairplumbing.com.

Advertisement for Northland Buildings Inc., promoting new buildings and garage/storage buildings with a 50-year snowload warranty.

Advertisement for Turner & Son, offering snow removal services including blowing sidewalks, drives, and roofs.

Advertisement for Jeff Wiberg Hardwood Floors, highlighting over 20 years of experience in installing, sanding, and refinishing.

Advertisement for Dale R. Morris, CPA, providing tax services and electronic tax filing.

Large advertisement for recycling services in Crow Wing County, listing items like plastic bottles, newspapers, and metal cans, along with drop-off locations.

Advertisement for Crow Wing County Household Hazardous Waste Facility, detailing collection hours and location at the landfill.

Advertisement for Appliance Sales & Service, listing services for washers, dryers, stoves, and refrigerators.

Advertisement for Flooring and Heating & Air Conditioning services, featuring Jeff Wiberg Hardwood Floors and Ken's Heating & Mobile Home Supply.

Advertisement for Security State Insurance, offering policies in four locations: Aitkin, Moose Lake, Isle, and Grand Marais.

Advertisement for Pet Care Service, including Dogpatch pet grooming and boarding services, and a table of service directory rates.

Hoppers Helper's Service Directory



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**CASH FOR CARS!** We buy all cars! Junk, high-end, totaled – it doesn't matter! Get free towing and same day cash! **NEWER MODELS too!** Call 1-877-978-2510. (mcn)

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Get your deduction ahead of the year-end! Donate your car, truck, or SUV to assist the blind and visually impaired. Arrange a swift, no-cost vehicle pickup and secure a generous year-end tax credit. Call Heritage for the Blind Today at 1-855-977-7030 today! (mcn)

### AUTOMOBILES CONT.

Make a tax-savvy move this holiday season and year-end! Donate your car, truck, boat, RV, and more to champion our veterans. Arrange a swift, no-cost vehicle pickup and secure a generous year-end tax deduction. Call Veteran Car Donations at 1-888-429-2331 today! (mcn)

### GOLF

Golf Cart Batteries \$159.99 w/exchange. Riley's NAPA Aitkin 927-2153 tfn

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**ATTENTION OXYGEN THERAPY USERS!** Discover Oxygen Therapy That Moves with You with Inogen Portable Oxygen Concentrators. FREE information kit. Call 855-846-4036. (mcn)

### HEALTH/MEDICAL CONT.

Portable Oxygen Concentrator May Be Covered by Medicare! Reclaim independence and mobility with the compact design and long-lasting battery of Inogen One. Free information kit! Call 844-716-2411. (mcn)

Don't let the stairs limit your mobility! Discover the ideal solution for anyone who struggles on the stairs, is concerned about a fall or wants to regain access to their entire home. Call AmeriGlide today! 1-877-916-2093. (mcn)

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Truck driver with CDL, must have 3-5 years' experience required, Diesel mechanic certified with 3-5 years' experience, Office manager with QuickBooks, payroll, and transportation industry experience. contact 218-927-3320 for further information.

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### HOME SERVICES CONT.

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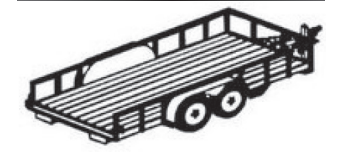
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We offer competitive benefits packages!

APPLY NOW! We are scheduling interviews weekly!

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Or call 218-927-2164 and ask for Human Resources

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**Donate Your Vehicle Today**  
**833-937-2593**

While we appreciate every donation, in some cases, we find that we are unable to accept certain vehicles, watercraft, and/or recreational vehicles due to the prohibitive costs of acquisition. If you have any questions, please give us a call at (833) 937-2593.

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**MISCELLANEOUS**

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**SAFE STEP**

North America's #1 Walk-In Tub. Comprehensive lifetime warranty. Top-of-the-line installation and service. Now featuring our FREE shower package and \$1600 Off for a limited time! Call today! Financing available. Call Safe Step 833/966-3882

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ahead of the year-end! Donate your car, truck, or SUV to assist the blind and visually impaired. Arrange a swift, no-cost vehicle pickup and secure a generous year-end tax credit. Call Heritage for the Blind Today at 844/220-9501

**SWITCH TO DISH**

and get up to a \$300 gift card! Plus get the Multisport pack included for a limited time! Hurry, call for details: 855/562-4309

Call today and receive a **FREE SHOWER PACKAGE PLUS \$1600 OFF**

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All ads must reach our office no later than **Noon on Monday with payment.** Please type or print clearly. Your ad will be printed as you write it.

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Add \$1.00 each for bold type and/or CAPITALIZED type, whether one word or all words in your classified ad. Add \$12.00 for your logo, artwork or photo! (1/2" tall x 1 1/2" wide printed maximum size)

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# XCEL ENERGY MINNESOTA NATURAL GAS RATES

## Interim Change in Natural Gas Rates Starting January 1, 2024

### XCEL ENERGY'S RATE INCREASE REQUEST

Xcel Energy has asked the Minnesota Public Utilities Commission (MPUC) for permission to increase its natural gas rates by approximately 9.6% or \$59.03 million. Xcel Energy's last request for an increase to natural gas rates was in 2021.

State law allows Xcel Energy to collect higher rates on an interim (temporary) basis while the MPUC reviews Xcel Energy's request. The interim rate increase for 2024 is 8.5% or \$51.2 million, over current rates. Because this increase only applies to the base rate portion of customers' bills exclusive of fuel costs and certain rate riders, the interim rate request is uniformly billed as a 20.89% increase of that portion of the bill, or \$6.06 per month for an average residential customer. This increase appears on your bill as an interim rate adjustment.

Typically, final rates become effective within 10 months of the date of the Application, unless the review period is extended by the MPUC. If final rates are lower than interim rates, Xcel Energy will refund customers the difference with interest. If final rates are higher than interim rates, Xcel Energy will not charge customers the difference.

### WHY IS XCEL ENERGY ASKING FOR AN INCREASE?

A number of factors are driving the need for this case. The Company has continued to make capital investments in its natural gas system since its last rate case and continues to incur costs to serve its customers. Recovering these costs is critical to the Company's ability to continue to provide safe, reliable, and affordable natural gas service to its customers long into the future. At the same time, unprecedented inflation has affected the cost of our operations, from materials and supplies to paying our employees and contractors. In addition, labor shortages, coupled with wage increases and supply chain shortages and delays across industries, have impacted how the Company must manage its operations and labor.

### WHAT IS XCEL ENERGY DOING TO CONTROL COSTS?

Xcel Energy's average residential natural gas rates are among the lowest in the nation, and residential natural gas rates will remain among the lowest if this proposal is approved. We are committed to doing all we can to keep costs low for our customers while delivering the safe, reliable energy they depend on. To do so, we are:

- Reviewing and monitoring our business to minimize operating and maintenance cost increases.
- Leading the nation with our energy conservation programs that help customers manage their energy use and save money on their bills.
- Working with local and state agencies that provide

### HOW WILL THE RATE CHANGE AFFECT MONTHLY BILLS?

The proposed rate increase will affect individual monthly bills differently, depending on natural gas use and customer type. The proposed rate increase affects only those charges that recover the cost of providing service to our customers – approximately 45% of your total bill. This rate increase does not affect the wholesale cost of the gas, which is passed on to you directly without markup. Your monthly bills will continue to vary due to changes in the wholesale cost of natural gas and individual natural gas use.

The typical residential gas customer uses 73 therms per month. On average, the proposed \$59.03 million rate change would increase the bill for a typical residential natural gas customer by \$6.93 per month or \$83.16 annually.

### PROPOSED CHANGES FOR MONTHLY NATURAL GAS BASE RATES

The following chart shows the current and proposed customer charge and distribution charge for each customer class with average natural gas usage.

PROPOSED CHANGES FOR MONTHLY NATURAL GAS BASE RATES				
Customer Type	Present Monthly Customer Charge	Proposed Monthly Customer Charge	Present Distribution Charge (per therm)	Proposed Distribution Charge per Ccf (or therm)
Residential	\$9.00	\$11.00	\$0.274927	\$0.376599
Small Commercial	\$20.00	\$30.00	\$0.219738	\$0.278538
Large Commercial	\$50.00	\$50	\$0.184101	\$0.265771
Small Demand – Commodity	\$175.00	\$175.00	\$0.084775	\$0.145368
Small Demand – Demand			\$0.882000	\$0.932000
Large Demand – Commodity	\$275.00	\$275.00	\$0.084775	\$0.145368
Large Demand – Demand			\$0.882000	\$0.932000
Small Interruptible Tier I	\$150.00	\$170.00	\$0.148846	\$0.205463
Small Interruptible Tier II	\$150.00	\$170.00	\$0.148846	\$0.184917
Medium Interruptible Tier I	\$300.00	\$300.00	\$0.084775	\$0.145368
Medium Interruptible Tier II	\$300.00	\$300.00	\$0.084775	\$0.130831
Large Interruptible Tier I	\$450.00	\$450.00	\$0.079765	\$0.130725
Large Interruptible Tier II	\$450.00	\$450.00	\$0.079765	\$0.117653
Large Firm Transport	\$300.00	\$300.00	\$0.084775	\$0.145368
Large Firm Transport – Dmd			\$0.882000	\$0.932000
Small Interruptible Transport	\$175.00	\$195.00	\$0.148846	\$0.205463
Medium Interruptible Transport	\$325.00	\$325.00	\$0.084775	\$0.145368
Large Interruptible Transport	\$475.00	\$475.00	\$0.079765	\$0.130725
Large Interruptible Transport combined with Negotiated	\$300.00	\$300.00	\$0.031725	\$0.031725

The chart below shows the effect of the interim and proposed rate change on monthly bills for customers with average natural gas usage.

AVERAGE MONTHLY BILLS				
Customer Class	Average Monthly Usage in Ccf (or therms)	Average Monthly Usage in Ccf (or therms)	Average Monthly Bill— Interim Rates	Average Monthly Bill— Proposed Rates
Residential	73	\$67	\$73	\$74
Small Commercial	186	\$157	\$169	\$173
Large Commercial	1,311	\$968	\$1,029	\$1,059
Small Demand	7,765	\$5,403	\$5,763	\$5,825
Large Demand	17,821	\$11,861	\$12,615	\$12,818
Small Interruptible	6,639	\$3,620	\$3,858	\$3,932
Medium Interruptible	46,065	\$20,958	\$21,836	\$23,163
Large Interruptible	713,546	\$313,983	\$325,968	\$341,268
Large Firm Transport**	133,497	\$18,990	\$22,602	\$25,702
Small Interruptible Transport**	6,639	\$1,248	\$1,491	\$1,559
Medium Interruptible Transport**	195,706	\$19,406	\$22,940	\$28,774
Large Interruptible Transport**	2,098,693	\$71,065	\$85,037	\$93,580

\*\* Transportation classes bill estimates do not include the cost of gas

### HELP WITH PAYING YOUR BILL

If you are having trouble making regular payments on your Xcel Energy account, contact us as soon as possible. We'll work with you to arrange a payment plan and connect you to other resources that can help.

### WHAT IS THE PROCESS FOR REVIEWING XCEL ENERGY'S REQUEST?

The MPUC, the Minnesota Department of Commerce – Division of Energy Resources, the Office of the Attorney General – Residential Utilities Division, public interest groups, and large commercial and industrial customer groups will investigate our proposal.

The MPUC will hold public hearings and accept written comments about our rate increase request. Customers and others will be able to comment on our rate increase request at the public hearings. You may add verbal comments, written comments, or both into the record. Notice of the public hearing dates and locations will be published in local newspapers, included in monthly bills, and at: [https://www.xcelenergy.com/company/rates\\_and\\_regulations/filings/minnesota\\_natural\\_gas\\_rate\\_proposal](https://www.xcelenergy.com/company/rates_and_regulations/filings/minnesota_natural_gas_rate_proposal). (Make sure "Minnesota" is selected in the top left-hand corner.)

### MORE INFORMATION

Xcel Energy's current and proposed rate schedules are available at:

**Xcel Energy**  
Web: [xcelenergy.com/MNGasRates](https://www.xcelenergy.com/MNGasRates)  
Phone: 800-895-4999  
414 Nicollet Mall  
Minneapolis, MN 55401

### Minnesota Department of Commerce

Web: <https://www.edockets.state.mn.us/EFiling/search.jsp>. Select 23 in the year field, enter 413 in the number field, click on Search, and the list of documents will appear on the next page.

U.S. Mail: 85 7th Place East, Suite 280,  
St. Paul, MN 55101

Phone: 651-539-1500 or 800-657-3602

Citizens with hearing or speech disabilities may call through their preferred Telecommunications Relay Service.

### SUBMIT COMMENTS

**The Minnesota Public Utilities Commission is asking customers to comment on Xcel Energy's request for a rate increase. Send comments to, or contact the MPUC's Consumer Affairs Office for assistance with submitting comments:**

Online: <https://mn.gov/puc/get-involved/public-comments/>

Be sure to reference docket number 23-413.

U.S. Mail: 121 7th Place East, Suite 350,  
St. Paul, MN 55101

Phone: 651-296-0406 or 800-657-3782

### IMPORTANT

Comments will be made available to the public on the MPUC's website, except in limited circumstances consistent with the Minnesota Government Data Practices Act. The MPUC does not edit or delete personally identifying information from submissions.

