

arbitrate the issues, they have the right to do that now. There is a provision which changes the time period from 180 to 300 days after the occurrence. That's when the charge of violation must be filed, so it extends it from 180 to 300 days. And, most importantly, this amendment eliminates the hearing process. In other words, if, in fact, it's determined by investigation that there is reasonable grounds to believe that a violation has occurred against a private individual, that individual is notified of that, and that individual has a right to pursue their action in district court. What had been happening in the past was that there was a hearing process, that hearing process was pretty much a rubber stamp of the investigation, although not always, but generally a rubber stamp of the investigation. Because of the delay, this could go on for 18 months. A person would, at the end of that hearing process, realize that he or she had been successful, sustained their cause of action, and they would get a right to sue letter. It says, yeah, you won, here you go, take it to district court. It seemed to me that that was also an inordinate waste of time, so this amendment eliminates that hearing process and says, look, if we've determined that there is a cause of action, and if we've determined that there is no way to settle this, there is no mediation, there is no arbitration, none of this occurs, you immediately have the right to go to district court. This is going to speed that issue up. If you can't settle it, you just as well get into court where you can settle it. If, in fact, the cause of action is against a public entity, then the Attorney General would consider the filing of that charge on behalf of the individual. Privately, you can do it yourself. If it is against the state agency, then the Attorney General can do that, if it is against a government agency or political subdivision. This is a substantial change in the procedure. We hope that it is a change that makes the process more efficient, less time consuming. It eliminates unnecessary investigations, gets to the crux of the complaint quicker, allows the complainant to understand whether he or she has a legitimate complaint quicker, allows for mediation, and arbitration, which is not specifically permitted, encourages both of those forms of dispute resolution in all types of complaints like this, and then allows the party to if, in fact, there can be no settlement of these matters, allows the parties to understand that they can go to district court and get some sort of redress for the rights that they have been deprived of. The law also allows the court, then, to enjoin either temporarily or permanently an action, so because simply the commission didn't have the right to enjoin,