

am trying to absorb all this quickly. Back on the last page of your amendment, or actually I guess the next to the last, depending on how you are counting, up at the top of the page it says "Backpay liability shall not accrue from a date more than two years prior to the filing of the charge with the commission." Can you just perhaps articulate how two years came to be or what that relates to?

SENATOR HOHENSTEIN: I apologize, I cannot. That's part of the amendment that Senator Abboud and his staff drafted, and I really don't know where that came from. I was involved with the procedural part primarily, so I apologize, I cannot answer that question.

SENATOR BEUTLER: Okay, and then on the middle of page 1650, about line 4, it talks about 180-day period after the filing of the charge, does that represent a longer or a shorter period of time than they have currently?

SENATOR HOHENSTEIN: As I understand, the original, the statute says the charge of a violation shall be filed within 180 days, and I think the intent, and, again, this is part of Senator Abboud's amendment, was to increase that to 300 days. That is the understanding, and I think, again although we are addressing NEOC, the thought of this arose out of the issue of sexual harassment. That is the original bill, 124, and I think there was some concern that 180 days may not be long enough in those sorts of cases because they may not be reported as rapidly as other cases. Now there is a hesitancy to acknowledge that problem and a hesitancy to report, and I think that was the intent behind that. So I think it is 180 now and I think it would be moved to 300.

SENATOR BEUTLER: Okay. And, finally, on the first, on page 1649, about line 10, first line 10, the informal attempt at resolution, which has been expanded to include mediation and arbitration, that effort is initiated by the commission, as I understand it. If you are talking about arbitration, I assume, and perhaps I should be asking Senator Landis, but I assume that that means that at least the parties could agree that they would get together in arbitration, and whatever decision was made, that would be binding. Is that (interruption)?

SENATOR HOHENSTEIN: That's my intent. What we were trying to provide was as many informal ways to try to resolve this