

time and money in these cases where they shouldn't either. Also it is going to get to the meat of the case. It is going to allow those investigators who are now wasting time on unnecessary unlawful investigations to spend their time on the investigations they should be investigating to get to the crux of those matters quicker, and then lay that information out before an employee and an employer and say, look, here's the facts, why don't you guys try to resolve this yourself. Let's mediate, let's arbitrate, or let's conciliate. Let's find a way to do it up front. If you can't do that, then we've made a determination that there is some sort of a violation, go to court, resolve it, folks. Don't wait 18 months for us to tell you that, yeah, we've resolved it, as Senator Landis says, and we've given you, here it is, you won, nice going. Boy, that's got to be the biggest downer in the world. If you wait 18 months, you win, you get a nice little letter. It says, find a lawyer, go to court. You know, let's tell them to find a lawyer and go to court a lot earlier if, in fact, they have a right to do that. The process has not been working, but I have no objection to, if we adopt the amendment and move the bill ahead today, to maybe finding a time to wait and then let this sink in so that we can take some...get some input on how this might work from whomever, and I will give the rest of my time to Senator Landis to respond to that.

PRESIDENT MOUL: Senator Landis.

SENATOR LANDIS: Madam President, I've told privately Senator Wesely that I would ask the Clerk not to...or the Speaker not to put this on Final Reading for ten days, which would be, I think, an appropriate time to ask questions of NEOC commissioners, whatever, and to get input back and make it available to all of us, and that way we'd have a chance for some comment, and I see the Speaker nodding his head, so I think Senator Wesely indicated that as a length of time that would be sufficient for our purposes.

PRESIDENT MOUL: Thank you, Senator Landis. Senator Abboud. Does anyone else wish to speak to the Hohenstein amendment? Senator Beutler.

SENATOR BEUTLER: Madam President, Senator Hohenstein, one last question, if I might. On page 1650, starting with the sentence on line 13, the second line 13 in the middle of the page, "Upon application by the complainant and in such circumstances as the