

would urge its adoption. Thank you.

PRESIDENT: Senator Wesely, please, your light came on.

SENATOR WESELY: Thank you. Mr. President and members, if Senator McFarland would yield, just a question. And this is...I just took a look at the bill and I wasn't really...I still...I'm trying to look at it kind of quickly here, but the intent is to provide for broader...what is the intent again? From reading the committee's summary, you are trying to deal with mental and physical handicaps and no longer allowing those to be discriminated against in employment. Is that correct?

SENATOR McFARLAND: Yes, generally. The current law, Senator Wesely, is un...the language is unrelated to such person's ability to engage in a particular (interruption).

SENATOR WESELY: Oh, okay, I see it now.

SENATOR McFARLAND: In effect, under present law, employers did not have to make...apparently did not have to make any accommodation whatsoever. This will say that they can make an accommodation for a disabled employee but they don't have to expend substantial cost to do it. As long as it's a de minimus expense to make that accommodation, they would be required to do it and they can't discriminate against an employee because of that. Now does that clari...does that answer it?

SENATOR WESELY: Well, just...the only reason I'm mentioning it I was just speaking last night to a group of individuals that suffer from depression and they were talking about problems in employment, discrimination against them where they apply for a job and they end up not being able to get hired even though they don't feel that their disability impairs their ability to perform the job and they feel they're being discriminated against. And I just wondered, will this help in those circumstances? And it's just ironic that it came up and maybe this doesn't even apply to that but I'm just asking because I had this meeting just the other night.

SENATOR McFARLAND: I don't know how...I don't know how it would apply to their specific situation. I guess it would depend on what a de minimus expense in order to accommodate their depression...you know, if you have to give them a five-minute break every two or three hours so they can go take a pill or