

of a performance review that was done by the agency beginning last year and the results of that...of the committee's work was introduced in the form of LB 450. In addition, the bill that we have before us is LB 886 which was introduced by Senator Hall at the request of the Governor, and it contained in the bill substantially, as I recall, virtually identical provisions of 450, but in addition to that as introduced it would have placed the Equal Opportunity Commission as a segment of the Department of Labor. It would have retained their individual status but would have been housed there and there would have been some administrative responsibility. The committee amendment strikes all provisions relative to that portion of LB 886 as it was introduced so that the committee amendment for the bill does these things. It retains the Equal Opportunity Commission as an independent agency, it retains the commission in an advisory capacity. The director for the agency would be appointed by the Governor and approved by the Legislature. Other provisions in it that were in the committee amendment was to...as introduced, there was a prohibition of state employees serving on the commission. That was stricken from the bill. There was an amendment added that was consistent with federal law on the Fair Employment Practices Act for...that would allow employers to mandate retirement of employees over 65 who are employed in a bona fide executive or high policymaking position and further that their immediate benefits, retirement benefits had to be at least \$44,000. And then there's some restoration of language that was stricken from the bill relative to the Attorney General's responsibility to appear before the commission in all actions and proceedings. And then it added an operative date of October 1 of 1995. This goes a little beyond the...doesn't go beyond what I'm saying now, beyond just the committee amendment, but to give you a little general background, the legislation will...tends to combine both the age, Equal Pay Act and the Fair Employment Housing with virtually no changes in the...in the legislation but...so that there was some similarity in that area. The significant thing that, at least from my viewpoint, in the legislation is it establishes a two-tier system as a part of the administrative process for the approach that would be used for investigations and determinations of whether or not there was a form of discrimination that had occurred and permitted the commission or the director, through that initial investigation, to determine whether there should be an attempt to settle a charge, dismiss the charge or refer the charge on for further investigation. Back of this concept is that there is...as all of you are probably aware but certainly it's been a