

SENATOR BEUTLER: ...industry narrowly defined to mean a...some kind of manufacturing business or is it elsewhere defined in statute? Or does it include like commercial businesses? I'm just asking for clarification. I'm not sure what's intended there.

SENATOR WARNER: Obviously, it's all inclusive. I...a great deal of this language that deals with both age and equal pay are...is language that was lifted out of existing statutes and put into this section of law so that we didn't have...so that the responsibilities of the commission were all in one place. And, basically, as this points out, age and equal pay applies to...the word that's used is (inaudible) to me, I believe it's currently interpreted and if that's a new word, I'm not aware of it, I believe that's the current word and it's all inclusive. But...

SENATOR BEUTLER: Inclu...all inclusive, by all inclusive, you mean it includes all types of businesses?

SENATOR WARNER: Anyone who employs over 25 people, whether government...

SENATOR BEUTLER: Commercial establishments,...

SENATOR WARNER: Commercial.

SENATOR BEUTLER: ...any type of business.

SENATOR WARNER: If you have over 25, under current law, this retains that. If you have over 25 age and equal pay, the balance of the provisions such as gender and race and a number of things, those apply to anything, any occu...any business or industry that employs over 15 people, and that's also current law.

SENATOR BEUTLER: Okay.

SENATOR WARNER: So it's not a change, but to my knowledge, and if Senator Hall would like to address...as I understand the word industry by custom is all inclusive in it.

SENATOR HALL: Madam President, Senator Warner and Senator Beutler, if you look...if you turn, Senator Beutler, to page 13, you will see the reference down at the bottom, lines 25