

number of changes were made, you should have had handed out to you, by now, a chart which shows what the flow of the complaint would be. Basically, this may look somewhat complex. It's not anymore complex than it is now. The principal difference is that this contains what is referred to as a two-tier system. In fact, it's my understanding that the current commission, at their last meeting, adopted a process similar to what is proposed here in legislation, so it probably reflects...what they have done now reflects, essentially, what the bill, in any event, would require. But under the old process when a complaint was filed for any of the three areas, why the...that particular complaint went through the whole process. What the two-tier system does, it provides an opportunity for an earlier termination if it turns out that the complaint is found not to have a basis that ought to be continued. And this is a process change which I think will help with the workload that the commission otherwise has. And if they continue on, then the same process, somewhat similar to what it is now, would be in effect, with the exception that an individual who filed a complaint, or the respondent would have the authority to appeal at either stage one or stage two to the commission itself, to ask for a reconsideration of whatever might have been decided. Another significant...perhaps significant, but it may appear significant, perhaps it's not all that significant, is that under existing law there was three different sections or different acts rather than that dealt with employment discrimination. One of those was referred to as fair employment. And under existing law that included national origin, race, sex, marriage, disability. And then there were separate acts that dealt with age and with equal pay. And under the provisions here all of those different discriminations are included into one act. They all remain as they are now, that they would be illegal for any of that kind of discrimination. But rather than have three acts, which dealt with employment discrimination, each would have a somewhat different process. It is put into one, and the same people who do the investigation do all of those areas now in any event. And it just seems more understandable for everyone involved if you had a similar system for all cases. The other two areas, besides employment discrimination, which is the responsibility of the commission includes public accommodation and housing, and those are essentially left intact as they currently are, other than for a variety of amendments that deal with harmonizing the various provisions of the law. I could go into I suppose more details of a fairly