

many times the effect of the act of discrimination doesn't occur within thirty days of the act being play...having been placed. So all that has to be done to prevent anybody from filing a discrimination complaint under this bill is for a savvy employer to place a discriminatory act whose impact will not be felt until at least thirty-one days after the act is placed. And that person, if he or she can prove conclusively that there was discrimination, cannot even file a complaint under this bill. And you all want to tell me you care. I don't think you do. And I believe there were people working with, if it was a budget committee that put this together, who simply outfoxed them. outmaneuvered them and tricked them. I have seen instances where an act of discrimination took place and the victim was unaware of it for a period of time. What this language ought to say if you're going to put something like this is what you've said in other bills, where you know or should have known. In other words, there are some rights to sue that a person has based on a time frame with reference to when the act was committed. But you're given time to have found out that the act was committed because not everyone is overt or patent. So I'm going to fight this bill and I'm going to use everything under the rules that I can to fight it including offering amendments to language of the kind that I just mentioned which is in the bill. And if you want to find it, it's on page 8, lines 4 and 5. "A complaint shall be filed within thirty days after the alleged act of discrimination." Now let me ask a question of Senator Warner since he's carrying the bill. Senator Warner, I'd like to ask you a question and this is on language in the bill just so I can get an understanding of what was intended by those who drafted it. On page 8, in lines 4 and 5 is this language, "A complaint shall be filed within thirty days after the alleged act of discrimination." If a person does not become aware of that act during that thirty-day period but would become aware of it the thirty-fifth day under this language a complaint could not be filed, could it?

SENATOR WARNER: Senator Chambers, if I'm following you correctly, I believe the section you're dealing with is the public accommodations, with current law it must be done in ten days and we're extending it under this bill to thirty days. The time frame for a job discrimination is three hundred days, I believe it currently is and the bill retains it that way with the...