

SENATOR BEUTLER: I don't understand the whole...I don't purport to understand the whole law, and so I'm sure there are probably some things that I don't have quite straight. But, first of all, with regard to the notice that is to be given, I assume it's your intent that this would be a written notice to each individual directly and I guess what I'm thinking of, this...it's not going to be sufficient to have posted on the company bulletin board a broad...a broadly stated notice such as the Fair Labor Standards Act standards or something like that, is it? I mean...

SPEAKER WITHEM: Probably, and you're bringing up a good question, probably under the language in the amendment right now that would be adequate. Morally, I don't think it would be adequate. I think we're talking about...you know, and I don't know if a paragraph in a company newsletter would qualify or not. Under this it probably would. I don't know if that's sufficient.

SENATOR BEUTLER: Would you have any objection just to a little amendment that said individually in writing?

SPEAKER WITHEM: You know, I don't have a problem with that. I think processwise what I may suggest doing is leaving my amendment up here awhile, you know, listening to what I think are some good improvements in it and then maybe, rather than laboriously going through offering amendments to the amendment, maybe we ought to pull the amendment for awhile, have some bill drafter: sorts of people sit down with it. I mean, to me, the two of you have offered good suggestions for improvement in the amendment. A best use of our time might be to hear if there are any other suggestions like that and then we can modify the amendment to incorporate your suggestions.

SENATOR BEUTLER: Let me ask you two more things, and these are even vaguer in my own mind, but it says that the company can require verification or substantiation. Does this mean that the company can demand to see your federal income tax return in order to verify, or does this mean they can require some sort of signed affidavit or that kind of thing? I guess, you know, maybe this is what has to be, but to me there's a bit of a privacy issue involved if you're demanding to see an employee's federal income tax return in order to verify the right to a...to