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as we know, from time to time the federal law changes. And if the federal law changed, for example, in the dollar amount that is required to meet the nondiscrimination test, then we would be required to come back to this section of law and change it specifically. In fact, we would be required to constantly monitor 414(q) of the Internal Revenue Code to make sure that we still kept our law in conformity with the federal law. We have now for several years instituted a practice in this body of simply every year adopting a bill that updates our references to the Internal Revenue Code without going back and making specific changes in the various sections of law that make reference to the Internal Revenue Code. And if the amendment I am proposing to you were adopted, that system would work. If any changes were made in Section 129, those changes would be incorporated into our law unless we specifically for some reason wish to exclude them. I can't imagine the circumstances under which we would wish to exclude them; but if there were circumstances in which we wish to exclude them, we could still do that. So I'm suggesting to you that the amendment that I'm proposing is a better approach than what Senator Landis has in his bill. Maybe he'll be able to explain why he chose the approach he did rather than the approach that I am suggesting. But I do think it is incumbent to assure ourselves that this program or plan would be provided to the employees without tax consequences to the employees. And I think that in particular for ease of future administration without specifically monitoring very complex and detailed provisions of the federal code we should just make this an easy update that we are now doing on an annual basis to assure ourselves that what we desired, that is that exempt status for the employees if they qualify, would continue. With that, I would encourage your support for the amendment.

SENATOR CUDABACK PRESIDING

SENATOR CUDABACK: Thank you, Senator Wickersham. Senator Landis, on the Wickersham amendment to the Landis amendment.

SENATOR LANDIS: Thank you, members of the Legislature. If you're looking in AM3330, it might be on page about 15 that we're looking at the antidiscrimination language. Now in fact I'm working from a slightly earlier draft. I hope my page number is the same. I heard on the floor the issue, wait a