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after a happening which may have been slight or grievous and ask them to then recall occasions and persons...

SENATOR FOWLER: Okay, if I could...is it your understanding ...the notice that goes to the employer, is that from the Equal Opportunity Commission?

SENATOR MURPHY: No, the notice must be provided by the complaining party, Senator.

SENATOR FOWLER: Okay.

SENATOR MURPHY: It would go to the Commission or it could go direct. In fact, I would expect in most cases it would be nice if it would be declared at the time so that everybody starts from ground zero.

SENATOR FOWLER: Okay, I guess the way I read that, the notice would come from the Equal Opportunity Commission. I may be wrong but I think you are creating a situation where a person at the start, it says they have a hundred and eighty days to file the written charge of violation but then you are saying a hundred and eighty days from the date of the incident but then later you are saying the notice can only come ten days after the incident and that just seems to me, I mean if you want to make it ten days you should change ten at the start and ten at the bottom. But I think you have written a contradiction into the law that further confuses things rather than clarifies it so I do think it is hard to react to this just handed out and it is a fairly complicated legal area. But I think that it does maybe create more problems than you have solved.

SENATOR MURPHY: I am assuming, Senator, that the department might well want a hundred and eighty days to prepare a written formal charge but by the same token I think the party to be charged should have a right within ten days of the occasion to know that he is to be charged. I am not asking for written notice, simply notice to the party who will be charged. The department can take the six months to prepare the charge if they feel it is necessary.

SPEAKER MARVEL: Senator Johnson.

SENATOR JOHNSON: Yes, Mr. Speaker, members of the body, I think Senator Marsh is correct in indicating that this kind of a change ought to go to a public hearing if it is to be considered at all. It has taken me a little bit of