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time just to react to what Senator Murphy is attempting to do here. Senator Murphy says that it is just imminently fair to let the employer know right away that something is going to happen to him. Well if we are going to start letting people know right away that something is going to happen to them we had better change our statutes of limitations that we presently have in the regular civil jurisprudence. After all, if you have been libelled or if you have been slandered, you have got a year to file a law action on that case. If you have been falsely arrested you have got a year to file a law action on that case. If you are injured in an automobile accident you have got four years to file an action in that case. If you owe money on a promissory note you have got five years to file an action in that case. Now if you have an employment discrimination claim, you don't have a year. You don't have four years. You don't have five years. You have got a hundred and eighty days. You have got six months. This has to be one of the shortest claim times that presently exists in a law. Now Senator Murphy is going to take it down to ten days. That is what it really amounts to in the end. You have got to notify the adverse party within ten days after the alleged incident. Now in many instances individuals do not fully appreciate whether or not they even have any kind of a claim of discrimination or unfair or discriminatory practice until they have thought about it, until they have contacted an attorney or some advisor and only after some meditation and musing and consideration of the subject do they conclude they have such a claim. Ten days can easily come and go. The hundred and eighty day rule is a fine rule and ought to be kept in here. I don't know what happened on the floor of the Legislature in 1973 but I would submit that somehow the law itself must reflect what did happen and we have a thereafter in the existing law and I assume that is what the case might be but even if it weren't, that is the way it ought to be. Now with respect to section four, what Senator Murphy is saying there is that if an employer has got ten days to respond to a complaint then the commission itself has got to decide its case in ten days. Well let me tell you about lawsuits, what happens there. We have got rules which says that when you commence a lawsuit you file a petition and five weeks thereafter the person who has been sued has got to respond to it. Now it doesn't say the court has got to make up its mind five weeks thereafter. It doesn't say the judge has got to decide that case, the jury has got to be convened and decide that case within the next five weeks. No, lawsuits can draw out for a couple of years as discovery is done, as witnesses are interrogated, as the case is fully and carefully developed and only when