

and 50 percent?

SENATOR WESELY: Well, this would apply I think universally instead of...

SENATOR PIRSCH: This will also apply to the younger...

SENATOR WESELY: As I understand it that is...

SENATOR PIRSCH: That is what I'm unclear about.

SENATOR WESELY: Yes.

SENATOR PIRSCH: In other words, across the board we are going to limit the lump sum. How can we do that if they terminate...

SENATOR WESELY: Well let me...

SENATOR PIRSCH: ...at the younger age?

SENATOR WESELY: As I understand it this would evidentially take care of the problem. I thought it made it a uniform situation. I could be wrong on that because I've been focusing on the 60 to 65 deal. But from our understanding, the fact that you allow some lump sum will be enough to take care of the problem.

SENATOR PIRSCH: In other words they might not follow through on a court suit or something like that.

SENATOR WESELY: Yes.

SENATOR PIRSCH: It is really just to pacify the employee association.

SENATOR WESELY: I think you pretty well have got it right there, Senator Pirsch.

SENATOR PIRSCH: Okay. But I still am concerned on whether that would address the legal problem...

SENATOR WESELY: Age discrimination.

SENATOR PIRSCH: ...of the age discrimination because I can understand that perhaps being in question. But I don't know