

Approved: March 22, 1995
Date

MINUTES OF THE SENATE COMMITTEE ON COMMERCE.

The meeting was called to order by Chairperson Alicia Salisbury at 8:00 a.m. on March 16, 1995 in Room 123-S of the Capitol.

Members present: Senators Salisbury, Burke, Downey, Feleciano, Gooch, Harris, Hensley, Kerr, Petty, Ranson, Reynolds, Steffes and Vidricksen.

Committee staff present: Lynne Holt, Legislative Research Department
Jerry Donaldson, Legislative Research Department
Bob Nugent, Revisor of Statutes
Betty Bomar, Committee Secretary

Conferees appearing before the committee:

Representative Gary Haulmark
Captain David Burger, Lenexa Police Department
Jeannine A. Wyatt, Director of Human Resources
Brewster Place
Steve Saylor, Director, Kansas Council of the Society for Human
Resource Management
Terry Leatherman, Executive Director, Kansas Chamber of Commerce
and Industry
Wayne Maichel, AFL-CIO

Others attending: See attached list

HB 2029- Employer immunity for job references

Bob Nugent, Revisor, presented a brief overview of HB 2029. Mr. Nugent explained the amendments contained in the bill and explained its compliance with Supreme Court Decisions [*Turner v. Halliburton and Sampson v. Rumsey*].

Representative Gary Haulmark testified in favor of HB 2029, stating he introduced the bill as the result of requests from employers. The bill is to insure that employers have access to vital information about prospective employees without the fear of lawsuits. The need for such legislation is due to the proliferation of lawsuits that have undermined an employer's ability to recruit and hire the most qualified workforce. The present law discriminates against good employees as they are denied the right to have their performance considered in the hiring process. Bad employees are protected from any history of substandard job performance and inappropriate job conduct. The amendatory language is the result of a compromise. See attachment 1

Representative Haulmark submitted additional written testimony from John L. Foster, Undersheriff, Johnson County Sheriff's Office, Olathe, Kansas. Sheriff Foster could not be present but desired to submit written testimony. See attachment 2

Captain David Burger, Lenexa Police Department, testified in support of HB 2029. Captain Burger stated, as Commander of the Investigations Division of the Lenexa Police Department, one of his duties is the supervision of the pre-employment background investigation of each police officer and allied police applicant for employment with the City of Lenexa. These comprehensive background investigations are necessary to insure that the cities are protected and served by the best and most qualified people available. It is almost impossible to receive an individual's work record even with a signed release. HB 2029 clarifies an employer's ability to release relevant, factual information without liability. See attachment 3

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON COMMERCE, Room 123-S Statehouse, at 8:00 a.m. on March 16, 1995.

Jeannine A. Wyatt, Director of Human Resources, Brewster Place, testified in support of HB 2029. Ms. Wyatt advised that she has worked as a Director of Human Resources for more than 10 years and has worked in the healthcare industry since 1988. Ms. Wyatt advised the Committee of her concern that a reference on a former employee could not be provided. The information provided has been the dates of employment and the position(s) held. Due to the concern of those in the health care business, it is their practice to run background checks through a local company and the Kansas Bureau of Investigation due to the concern for the risk of negligent hiring. It has been a concern that inasmuch as a reference on a problematic, poor, or marginal employee cannot be given, it is not possible to give a favorable reference. The good employees are therefore punished. Ms. Wyatt testified as to her on-going concern in hiring staff in a longterm healthcare setting. The physical and mental abuse of the elderly, dangerous medication errors, chemical dependencies which impair caregiver's judgement and theft are problems commonly passed around throughout healthcare facilities, primarily due to the inability to receive factual information regarding a prospective employee. This legislation would insure that Kansas can move forward to promote the growth of our economy, promote safety and security for patients and residents in hospitals, clinics, and nursing homes, and promote a less violent workplace. See attachment 4

Steve Saylor, Director, Kansas Council of the Society for Human Resource Management, testified in favor of HB 2029 on behalf of its 650 members in Kansas. Legislation that provides employers with immunity from liability when providing job reference information in good faith is a much needed safeguard to ensure that hiring decisions can be made in an information manner. Informed hiring decisions cannot occur when employers, solely out of fear of lawsuits, refuse to provide relevant information on an employee's job performance. Enactment of HB 2029 permits employees to obtain references that may enhance employment opportunities while providing protection to employers providing those references. HB 2029 would allow that an employer, acting in good faith, is protected from civil liability. See attachment 5

Terry Leatherman, Executive Director, KCCI, testified in support of HB 2029. It is a common business practice to not release any information about a current or former employee to a prospective employer, except for date of hire, date of departure and perhaps salary history. Kansas businesses have adopted this procedure for defensive reasons. Releasing more information exposes a business to the possibility of litigation. HB 2029 shields employers from litigation as long as the information passed on to a prospective employer is factual and truthful. See attachment 6

Wayne Maichel, AFL-CIO, testified in support of HB 2029 in its present form.

Alan F. Alderson, Legislative Counsel, Western Association, submitted written testimony stating the Association's support of HB 2029. (Attachment 7)

The Committee discussed whether personnel files are open to employees. The Committee was advised that most companies keep employees advised as to their personnel files; however, the files are the property of the employer.

Senator Burke moved, seconded by Senator Reynolds, HB 2029 be recommended favorable for passage.

Senator Feleciano made a substitute motion, seconded by Senator Downey, HB 2029 be amended on Page 2, Line 6, following the word "employer;" and insert the following: "a copy of which shall be provided to the employer upon request". The vote was in favor of the substitute motion by a show of hands: 7 ayes and 6 nays.

Senator Feleciano moved, seconded by Senator Burke, HB 2029 be passed as amended.

After discussion on the motion, Senator Feleciano withdrew his motion and Senator Burke withdrew his second.

The Committee adjourned at 9:00 a.m.

The next meeting is scheduled for Friday, March 17, 1995.

GARY HAULMARK
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TOPEKA

HOUSE OF
 REPRESENTATIVES

COMMITTEE ASSIGNMENTS
 APPROPRIATIONS
 TAX, COMMERCE & TRANSPORTATION
 SUB-COMMITTEE
 BUDGET REFORM & GOVERNMENTAL IMPACT
 SUB-COMMITTEE

Madame Chair and committee members,

A quality workforce is critical to the success of the Kansas economy. Employers recognize this fact and therefore seek to hire the most skilled and qualified employees. Employers recognize the vital impact employees have on such critical business concerns as quality, safety and customer satisfaction.

In recent years, the proliferation of lawsuits stemming from the hiring process has undermined an employer's ability to recruit and hire the most qualified workforce. To alleviate this burden Joe Humerickhouse and I have introduced HB 2029 the Quality in Hiring Act, to ensure that the employers in Kansas have access to vital information about prospective employees.

Employers have responded to the proliferation of lawsuits arising from the job reference process by adopting policies of non-disclosure. This means that employers across the state, and even the nation, are unable to obtain reliable and accurate job performance information on prospective employees. It is not just employers that suffer. Good employees are denied the right to have their performance considered in the hiring process. Bad employees are protected from any history of substandard job performance and inappropriate on the job conduct.

The Quality in Hiring Act would provide employers with immunity from civil liability when providing job reference information in good faith, restoring an employer's ability to recruit and hire performance considered in the hiring process.

Help ensure that our states economy is strengthened by a qualified workforce. Support the Quality in Hiring Act.

Thank you for your consideration.

Gary Haulmark
 District 30

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Attachment 1

Testimony of:

John L. Foster

House Bill 2029

Mr. Chairman, Members of the Committee:

My name is John L. Foster. I'm the Undersheriff at the Johnson County Sheriff's Office in Olathe, Kansas.

The common practice among public employees today concerning references requested by a prospective employer about a former employee is to confirm the position the applicant held, salary, and dates of employment. Any other information, although that information may be very accurate, is simply to invite litigation by a prospective applicant.

Public safety agencies have a vital interest on behalf of the general public to hire the best qualified personnel possible. When one agency is unable to communicate with another agency about a prospective employee's behavior, the general public is not being served. The end result is that a less than desirable employee winds up being passed from one agency to the other until a serious incident involving the undesirable employee becomes a public issue. Every employer should have the ability to give an honest and accurate evaluation of an employee. Such evaluations must be able to be documented. I urge this Committee to support House Bill 2029.

March 16, 1995

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Attachment 2

Testimony of Captain David Burger
Lenexa Police Department
Investigation Division

In Re: Support of HB 2029
March 16, 1995

M. Chairman and members of the Committee; I want to thank you for the opportunity to testify before you today regarding a matter of importance to the employers of Kansas, both public and private. My name is Captain David Burger, and among my duties as Commander of the Investigations Division of the Lenexa, Kansas Police Department is the supervision of the pre-employment background investigation of each police officer and allied police applicant for employment with the City of Lenexa.

Pre-employment background investigations for police positions are fairly comprehensive, owing to the duty to insure that the people living in Lenexa, and every other political subdivision in the State, are protected and served by the best and most qualified people available. You and I want this, and people demand this.

It is very easy with our local, State and National computer links to determine if a person has a driver license. No problem. But the possession of a driver license is not proof that the person in question is a good driver. For that, you have to go to the driving *record* to see if this person has been involved in accidents, has amassed excessive violations, or fails to maintain liability insurance.

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Attachment 3.

The case exists for police officer applicants, or any other job applicant, for that matter. Because someone holds a certificate from a law enforcement academy, does not automatically prove them to be the highly qualified individual you want to hire. We have to be able to look at the individual's track record to make that determination, and House Bill 2029 will help make that information more accessible.

It is my experience that the release of a work record is a mushy area for Personnel and Human Resource Managers, and indeed others who believe that *all* information relating to a current or former employee's *performance* is top secret. The best that can be expected in most cases in response to an inquiry are the dates of hire, rate of compensation, and eligibility for rehire. This roadblock is encountered even with a signed release from the applicant in hand. The net gain for having made the inquiry is zero, in those cases. We learn nothing about the employee's record or performance.

To clarify a current or former employer's ability to release relevant, factual information without liability, HB 2029 is needed in Kansas, and I would like to ask your support in seeing it through to passage.

TESTIMONY

PRESENTED TO: KANSAS SENATE COMMITTEE ON BUSINESS, COMMERCE, AND LABOR

PRESENTED BY: JEANNINE A. WYATT
DIRECTOR OF HUMAN RESOURCES
BREWSTER PLACE
TOPEKA, KANSAS

DATE: MARCH 16, 1995

REFERENCE BILL: HB 2029 "QUALITY IN HIRING ACT"

I have worked as a Director of Human Resources for more than ten years and am an active member of the Society for Human Resource Management at the local, state, and national levels. Since 1988 I have worked in the healthcare industry in a hospital and in a longterm healthcare facility.

Since entering senior level Human Resources Management, I have been extremely concerned and frustrated that I could not provide a reference on a former employee and had a great deal of difficulty in receiving information on a potential job candidate for the businesses I have represented. The only information I have provided over the years has been dates of employment and position(s) held. In return I have received the same type of information and in many instances employers would not even provide that information. For years I have been advised by my own company and corporate attorneys as well as countless attorneys providing educational seminars on legal aspects of HR Management and employment law, to release no more information than dates of employment and position(s) held. Attorneys have even cautioned me not to answer the question as to whether or not an individual was re-hireable. I was told there was too much risk of a lawsuit to my company. I have always made it a practice to run background checks through a local company and the Kansas Bureau of Investigation due to my concern for the risk of negligent hiring. I feel I take every measure possible to assure myself I am hiring qualified, appropriate, and safe individuals into the organization.

I have always been concerned that due to the fact I cannot give a reference on a problematic, poor, or marginal employee, I also cannot provide a favorable reference for staff who have performed well and would make a good employee for another employer. This fear promotes individuals who have poor and even dangerous work habits to be shuffled from one employer to the next while excellent employees are punished and at times unable to attain a position because employers would not say anything about them to promote their good qualities. I have even been told by other employers that they would not consider hiring one of my good employees if I did not give them more information. I was devastated and between a rock and a hard spot. I did not give the information. This is certainly an economic impact to Kansas employers who must invest a great deal of time and dollars in employees they later learn they wish they had never hired. How much more cost effective to have been able to hire the good employee with good attendance and an exceptional work ethic. If that had been the case there would have been higher productivity and a great return on investment. Additionally there would have been more funds available for better wages and benefits for all staff.

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Attachment 4

Since entering the healthcare industry in 1988 I have had major concern with the inability to secure adequate references on individuals working as caregivers and in other ancillary departments. I have a real concern that the healthcare industry is routinely passing around employees who are often times an endangerment to patients and elderly residents of hospitals and longterm healthcare facilities. This indeed is the feeling of many professionals in healthcare Human Resource Management. We are lucky indeed to have many wonderful and quality-trained professionals; but, the fact remains we are passing people from facility to facility who are a threat to patients and residents.

As Director of Human Resources in a longterm healthcare setting I am deeply troubled when hiring many staff; but, especially direct patient caregivers. The healthcare industry is passing around caregivers and other staff who have histories of physical and mental abuse of the elderly, dangerous medication errors that could endanger the life of a patient, chemical dependencies which impair the caregiver's judgement in making decisions in caring for a patient. We commonly pass around employees who have had theft problems in other facilities. We hire them and experience theft from our patients and residents. Had employers only been told up front that someone they were considering for hire had problems with abuse, med errors, chemical dependencies, theft, etc. we would never have subjected our patients and residents to such exposure.

I have personally had to deal with employees in a healthcare setting who had alcohol problems and drank secretly on the job. They impaired themselves to a point they were unable to care for the patient. I have had to confront a caregiver who was "high" on drugs. That probably was the most frightening experience of my career. Had I only known that this had been a problem with another employer I would never have hired the person. I have experienced staff stealing drugs to support their dependency. Not only was that individual endangering the patients and residents they were costing the company money in lost drugs. I have had employees try to steal large quantities of supplies. Had I only known they had the same problem at the last employer, I would never have hired them.

On January 20, 1995 ABC's 20/20 featured a segment on abuse of the elderly in long-term facilities. That one program has set the phones in many nursing homes around Topeka ringing off the hook! They are calling to question the well being of their mothers, fathers, and other loved ones! They are calling to inquire about the hiring practices of the nursing home. Why? Because 20/20 focused on healthcare passing around dangerous staff and caregivers. Why? Because they did not do adequate checking of references and when they tried no would tell them anything!

I am Director of Human Resources in a facility that has a census of 360 elderly citizens. Many of those elderly are frail and vulnerable. They trust those who have been hired by the facility to take good care of them...to treat them with respect and dignity. My greatest fear is hiring someone who interviewed well...who fooled us...who knew all the right things to say...who I couldn't get quality, truthful information about...and then hurt one of our patients or residents. I once hired a "really slick" individual. I did all the right things but I could not get anymore information than dates of employment and position held...nothing showed up on the background check...okay we made the decision to hire. Later I learned the person had a previous problem with child abuse/sexual molestation. Believe me that bit of information had been hidden well! And I had the person working around frail elderly people whose minds were like the minds of children. I had set up my company with a risk factor and a suit of negligent hiring had anything ever happened! Had I known, I would never had hired that person!

The point is, if you or I have an elderly family member in a longterm healthcare setting, don't we want to feel they are safe and protected? Yes! We don't want to worry that they are being physically, mentally, or sexually abused. We don't want to worry that their money and personal belongings are being stolen. Before my Grandmother's death, she lived in a nursing home. Grandma told us we should not bring her things when she was in the nursing home. She said the staff stole her possessions when they thought she was sleeping. She was afraid. Grandma had bruises up and down her arms. We were told her skin was delicate and bruised easily. I wonder if that was true or if she was the victim of a negligent hire... someone the facility could not get references on...and Grandma was afraid to tell us the truth.

I am proud to work in a quality longterm healthcare facility which provides an exceptional, loving, and caring environment where patients and residents receive the highest quality of care. My ultimate fear is my luck will run out and even though I show due diligence and take every precaution in hiring, I fear I will unknowingly hire someone who will endanger our patients and residents.

I would ask each member of the Kansas Legislature to wholeheartedly support the Quality in Hiring Act. To date three states have been proactive in passing legislation to support quality hiring...Georgia, Alabama, and California. Iowa, Pennsylvania, and Oklahoma have introduced legislation. With this type of legislation Kansas can move forward to promote the growth of our economy, promote safety and security for patients and residents in hospitals, clinics, and nursing homes, and promote a less violent workplace. I would also recommend this committee contact the local ABC affiliate station and secure a copy of the 20/20 segment. I am sure after viewing that program you will agree with me.

Mr. Chairman, committee members, thank you for allowing me to address this committee. My name is Steve Sayler, I am a human resource professional employed by Winning Ways, Inc., a manufacturing firm of 600 employees located in Lenexa. I also serve in volunteer capacity as the state council director for the Kansas Council of the Society for Human Resource Management. The society has over 650 members in Kansas. These HR professionals work for companies that employ over 70% of the non-agriculture workers in Kansas. As HR professionals we are responsible for many functions critical to a company's success which include, but are not limited to, areas of compensation, benefits, health and safety, equal employment opportunity, employee and labor relations, and training and development. Perhaps the most critical function is management of the employment process -- recruiting and selecting the most skilled and qualified workforce available. Hiring decisions have a direct impact on such critical business concerns as quality, safety and customer satisfaction.

Human resource practices and obligations under existing local, state and federal law which require that employment decisions be based on job performance support the need for access to and exchange of information on an applicant's previous job performance. In addition to legal requirements, employers have a responsibility to their current employees, shareholders and

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customers to ensure a qualified workforce. However, the legitimate and critical role reference checking plays in the selection of a qualified workforce has, in recent years, been undermined by the proliferation of costly lawsuits. I am here today to talk to you about the need for legislation that provides employers with immunity from lawsuits when they provide job reference information in good faith.

Over the past several years, the ability of businesses to identify and hire skilled and qualified workers has been severely hampered because of the increase in the number of lawsuits stemming from the job reference process. Lawsuits over job references run the gamut from claims of invasion of privacy to defamation, negligent hiring, discrimination and blacklisting. This proliferation of lawsuits has led many companies to adopt strict policies of nondisclosure of job performance information. As a result, employers respond to inquiries into job performance history with limited information such as the dates of employment and job titles.

Policies of nondisclosure affect business on a day to day basis. Many jobs require an individual to possess previous experience in their field in order to produce and perform at the necessary level. The increasing inability to obtain accurate and reliable job reference information from previous employers makes the goal

to hire the most qualified workers very difficult to achieve.

It is not just businesses that suffer. A nondisclosure policy penalizes the good employee and protects the bad. Good employees are denied the right to have their previous job performance considered in the hiring process. Bad employees are protected from any history of substandard performance and inappropriate -- even illegal -- conduct. For employers this can result in serious consequences such as botched jobs, safety violations and in the most serious of cases, costly claims of negligent hiring. A policy of nondisclosure creates a Catch-22 situation by preventing the good employee from getting a good reference because of a former employers fear of litigation.

Legislation that would provide employers with immunity from liability when providing job reference information in good faith is a much needed safeguard to ensure that hiring decisions can be made in a more informed manner. Informed hiring decisions cannot occur when employers -- responding solely out of fear of lawsuits -- refuse to provide relevant information on an employee's job performance. Employers must have access to information that will enhance the likely hood of hiring a qualified employee and further the prospect of a mutually satisfactory job relationship between the employer and employee.

Legislatures in Florida, Georgia and Colorado have recognized the dilemma facing employers today by creating measures to correct the problem and to thaw the chill that surrounds reference checking. Their statutes allow for the free exchange of information between employers, enabling them to make more responsible hiring decisions and ultimately enhancing employee satisfaction with their new jobs.

The Kansas SHRM Council believes that employers and employees of Kansas would be well served by the adoption of a statute similar to those in other states. This bill is offered for the Kansas Legislature's consideration as a solution to this troublesome problem. Enactment of the bill would permit employees to obtain references that may enhance employment opportunities while providing protection to employers providing those references. Under the statute, the employer is presumed to be acting in good faith when responding to request for information about a current or former employee. Enactment of the bill would also allow that if the employer is acting in good faith, the employer is then protected from civil liability.

I would like to take a moment to discuss 4 points opponents to this legislation will bring to your attention.

POINT 1. The proposed legislation is really as employer's bill, not an employee's bill. It diminishes the protection employees

now have to counter claims of discrimination, defamation and blacklisting in reference checking. COUNTERPOINT HR 2029 is both an employee and an employer bill. Because of excessive litigation over reference checking in the recent past, employers have adopted a position of non-disclosure. HR 2029 would enable employers to re-evaluate such a policy and provide references in good faith. This can only benefit the good employee who, in the past, may not have been hired because "no comment" is often interpreted as "no good". Further the ability of the prospective employer to obtain accurate reference checking information may ensure the safety of the workplace, by allowing the employer to learn more about a prospective employee.

POINT 2. This bill makes it easier for employers to blacklist employees and get away with it. COUNTERPOINT Allowing an employee to rebut an employers claim of good faith by showing the employer disclosed deliberately misleading information or rendered information with a malicious purpose clearly states that defamation and blacklisting are not tolerable. Rather, HR 2029 provides those former employers who are acting in good faith the ability to provide references pertinent to employment to a prospective employer without fear of legal claim. HR 2029 can only benefit good employees and the workforce as a whole.

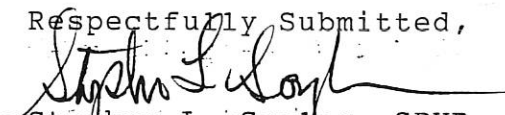
POINT 3. This bill blatantly takes away the rights of an individual to seek reparation for defamation. COUNTERPOINT HR 2029 does not take away any rights of an employee. It does

protect the employer from excessive litigation for good faith references.

POINT 4. What do you mean by "good faith"? It is not clearly defined and thus, not easily rebuttable. COUNTERPOINT "Good faith" can be rebuttable upon demonstrating that the information disclosed by the former employer to the prospective employer was knowingly false or deliberately misleading or was rendered with a malicious purpose.

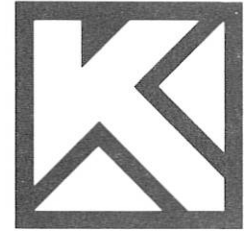
The Kansas SHRM Council urges the Kansas Legislature to recognize the unstable climate that has been created regarding employment references. Such a climate where the free flow of information is chilled is harmful to Kansas employers and employees. It is increasingly difficult for employers to obtain information to make responsible hiring decisions and for employees to enjoy the benefits flowing from a positive reference. To inhibit the growth of counter-productive nondisclosure policies and to address the inequitable results when employers need to request information but fear responding to reference requests, the Kansas SHRM Council urges the passage of this bill.

Respectfully Submitted,


Stephen L. Saylor, SPHR
March 16, 1995

LEGISLATIVE TESTIMONY

Kansas Chamber of Commerce and Industry



835 SW Topeka Blvd. Topeka, Kansas 66612-1671 (913) 357-6321 FAX (913) 357-4732
HB 2029

March 16, 1995

KANSAS CHAMBER OF COMMERCE AND INDUSTRY

Testimony Before the
Senate Committee on Commerce

by
Terry Leatherman
Executive Director
Kansas Industrial Council

Madam Chairperson and members of the Committee:

I am Terry Leatherman with the Kansas Chamber of Commerce and Industry. Thank you for this opportunity to express KCCI's support for HB 2029.

The Kansas Chamber of Commerce and Industry (KCCI) is a statewide organization dedicated to the promotion of economic growth and job creation within Kansas, and to the protection and support of the private competitive enterprise system.

KCCI is comprised of more than 3,000 businesses which includes 200 local and regional chambers of commerce and trade organizations which represent over 161,000 business men and women. The organization represents both large and small employers in Kansas, with 55% of KCCI's members having less than 25 employees, and 86% having less than 100 employees. KCCI receives no government funding.

The KCCI Board of Directors establishes policies through the work of hundreds of the organization's members who make up its various committees. These policies are the guiding principles of the organization and translate into views such as those expressed here.

It has become a common business practice to not release any information about a current or former employee to a prospective employer, except for date of hire, date of departure (if applicable), and perhaps their salary history. Kansas businesses have adopted this procedure for defensive reasons. The concern has been releasing more information exposes a business to the possibility of litigation.

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HB 2029 addresses this problem by shielding employers from litigation, as long as the information they are passing on to a prospective employer is factual and truthful. While the benefit to an employer in HB 2029 is evident, the bill should also benefit employees by returning employer confidence that they can comment about workers to a prospective boss without opening the possibility of a lawsuit.

KCCI would urge this Committee to approve the legislation. I would be happy to answer any questions.

ALDERSON, ALDERSON & MONTGOMERY

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MEMORANDUM

TO: Members of Senate Commerce Committee

FROM: Alan F. Alderson, Legislative Counsel and
Western Association

RE: House Bill No. 2029

DATE: March 16, 1995

I am Alan Alderson, legislative counsel for Western Retail Implement and Hardware Association. Western Retail Implement and Hardware Association is a multiple state association of farm equipment dealers and hardware dealers.

Although I am not able to appear today in person, I want to go on record on behalf of the Western Association as supporting House Bill No. 2029. Given the present business climate, employers need all the protection they can get from exposure to lawsuits and damage claims. House Bill No. 2029 appears to provide a level of protection that we believe would be helpful in the delicate area it addresses.

We urge you to support House Bill No. 2029 and recommend it favorable for passage.

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Attachment 7*