

SB 49, SD1, HD1
RELATING TO EDUCATION.

EDN, LAB/EDB, FIN

SB49 SD1 HD1



Submit Testimony

Measure Title: RELATING TO EDUCATION.

Report Title: Department of Education; Workforce Development Council; Workforce Development Initiatives

Description: Requires the Department of Education to collaborate with the Workforce Development Council on workforce development initiatives. (SB49 HD1)

Companion:

Package: None

Current Referral: EDN, LAB/EDB, FIN

Introducer(s): ENGLISH

<u>Sort by Date</u>		Status Text
1/19/2017	S	Introduced.
1/19/2017	S	Passed First Reading.
1/20/2017	S	Referred to EDU.
2/10/2017	S	The committee(s) on EDU has scheduled a public hearing on 02-10-17 2:46PM in conference room 229.
2/10/2017	S	The committee(s) on EDU recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in EDU were as follows: 3 Aye(s): Senator(s) Kidani, K. Kahele, Dela Cruz; Aye(s) with reservations: none ; 0 No(es): none; and 2 Excused: Senator(s) Espero, Riviere.
2/13/2017	S	Reported from EDU (Stand. Com. Rep. No. 177) as amended (SD 1), with recommendation of recommittal to EDU.
2/13/2017	S	Report adopted, as amended (SD 1) and recommitted to EDU.
2/13/2017	S	Re-Referred to EDU/JDL.
2/15/2017	S	The committee(s) on EDU/JDL has scheduled a public hearing on 02-22-17 2:45PM in conference room 229.

2/22/2017	S	The committee(s) on EDU recommend(s) that the measure be PASSED, UNAMENDED. The votes in EDU were as follows: 4 Aye(s): Senator(s) Kidani, K. Kahele, Espero, Riviere; Aye(s) with reservations: none ; 0 No(es): none; and 1 Excused: Senator(s) Dela Cruz.
2/22/2017	S	The committee(s) on JDL recommend(s) that the measure be PASSED, UNAMENDED. The votes in JDL were as follows: 3 Aye(s): Senator(s) Keith-Agaran, Kim, L. Thielen; Aye(s) with reservations: none ; 0 No(es): none; and 2 Excused: Senator(s) K. Rhoads, Gabbard.
3/2/2017	S	Reported from EDU/JDL (Stand. Com. Rep. No. 599) with recommendation of passage on Second Reading and placement on the calendar for Third Reading.
3/2/2017	S	Report adopted; Passed Second Reading.
3/2/2017	S	One Day Notice 03-03-17.
3/3/2017	S	Passed Third Reading. Ayes, 24; Aye(s) with reservations: none. Noes, 0 (none). Excused, 1 (Senator(s) Gabbard). Transmitted to House.
3/3/2017	H	Received from Senate (Sen. Com. No. 23) in amended form (SD 1).
3/7/2017	H	Pass First Reading
3/7/2017	H	Referred to EDN, LAB, referral sheet 26
3/13/2017	H	Re-referred to EDN, LAB/EDB, FIN, referral sheet 29
3/13/2017	H	Bill scheduled to be heard by EDN on Wednesday, 03-15-17 2:02PM in House conference room 309.
3/15/2017	H	Broadcast of hearing/briefing available. See: www.capitoltv.org
3/15/2017	H	The committees on EDN recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 7 Ayes: Representative(s) Woodson, Har, Hashem, McKelvey, Ohno, Onishi, Matsumoto; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Creagan, Ing.
3/17/2017	H	Reported from EDN (Stand. Com. Rep. No. 1127) as amended in HD 1, recommending passage on Second Reading and referral to LAB/EDB.

3/17/2017	H	Passed Second Reading as amended in HD 1 and referred to the committee(s) on LAB/EDB with none voting aye with reservations; none voting no (0) and Representative(s) Ichiyama, McKelvey, Oshiro, Souki excused (4).
3/17/2017	H	Bill scheduled to be heard by LAB/EDB on Tuesday, 03-21-17 10:30AM in House conference room 309.

A BILL FOR AN ACT

RELATING TO EDUCATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that despite having a
2 high school graduation rate of eighty-one per cent, only fifty-
3 six per cent of Hawaii's public school graduates continued on to
4 post-secondary education in 2015. The legislature further finds
5 that high school students in Hawaii would benefit from precisely
6 aligning curriculum to workforce readiness, which depends upon
7 close collaboration between the public school system, a
8 community college, and one or more industry employers near the
9 school complex to ensure they receive the industry-based skills
10 and certification required for post-graduation employment and to
11 live, learn, work, and play in the community.

12 Closing the skills gap is especially critical in the
13 manufacturing industry. Over the next decade, nearly 3,500,000
14 manufacturing jobs will likely need to be filled throughout the
15 country, yet the skills gap is expected to result in 2,000,000
16 of these jobs remaining unfilled. There are numerous
17 contributing factors to this widening gap, including looming



1 baby boomer retirements and economic expansion. However, other
2 contributing factors include loss of embedded knowledge due to
3 movement of experienced workers; a perceived preference among
4 younger generations for industries other than manufacturing;
5 lack of science, technology, engineering, and mathematics (STEM)
6 skills among workers; and a gradual decline of technical
7 education programs in public high schools.

8 The legislature additionally finds that collaboration
9 between educators and industry allows students to graduate from
10 high school with a high school diploma and an industry-
11 recognized associate's degree. Students may also earn pre-
12 apprenticeship certificates and other industry-recognized
13 certificates in addition to an associate's degree. The
14 legislature also finds that similar models recently established
15 in Connecticut, Illinois, and New York are showing promise in
16 graduating more high school students with career-ready skills to
17 meet an industry's workforce needs.

18 The purpose of this Act is to require the department of
19 education to collaborate with the workforce development council
20 on workforce development initiatives.



1 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:

4 "§302A- Workforce development collaboration. The
5 department shall collaborate with the workforce development
6 council on workforce development initiatives pursuant to section
7 202-2(b)."

8 SECTION 3. Section 202-2, Hawaii Revised Statutes, is
9 amended to read as follows:

10 "§202-2 Duties of council. (a) In accordance with P.L.
11 113-128 (29 U.S.C. 3111), the workforce development council
12 shall assist the governor in:

13 (1) The development, implementation, and modification of
14 the state plan consistent with P.L. 113-128 (29 U.S.C.
15 3112);

16 (2) The review of statewide policies, statewide programs,
17 and recommendations on actions that should be taken by
18 the State to align workforce development programs in a
19 manner that supports a comprehensive and streamlined
20 workforce development system in the State, including



- 1 consideration of programs and activities of one-stop
2 partners that are not core programs;
- 3 (3) The development and continuous improvement of the
4 workforce development system in the State;
- 5 (4) The development and updating of comprehensive state
6 performance accountability measures, including state
7 adjusted levels of performance, to assess the
8 effectiveness of the core programs in the State as
9 required under P.L. 113-128 (29 U.S.C. 3141(b));
- 10 (5) The identification and dissemination of information on
11 best practices for the effective operation of one-stop
12 centers, and the development of effective local boards
13 and effective training programs;
- 14 (6) The development and review of statewide policies
15 affecting the coordinated provision of services
16 through the State's one-stop delivery system;
- 17 (7) The development of strategies for technological
18 improvements to facilitate access to, and improve the
19 quality of, services and activities provided through
20 the one-stop delivery system;



- 1 (8) The development of strategies for aligning technology
2 and data systems across one-stop partner programs to
3 enhance service delivery and improve efficiencies in
4 reporting on performance accountability measures,
5 including the design and implementation of common
6 intake, data collection, case management information,
7 and performance accountability measurement and
8 reporting processes, and the incorporation of local
9 input into such design and implementation, to improve
10 coordination of services across one-stop partner
11 programs;
- 12 (9) The development of allocation formulas for the
13 distribution of funds for employment and training
14 activities for adults, and youth workforce investment
15 activities, to local areas as permitted under P.L.
16 113-128 (29 U.S.C. 3163(b)(3), 3173(b)(3));
- 17 (10) The preparation of annual reports as described in P.L.
18 113-128 (29 U.S.C. 3141(d));
- 19 (11) The development of the statewide workforce and labor
20 market information system described in the Wagner-
21 Peyser Act (29 U.S.C. 491-2(e));



- 1 (12) The development of such other policies as may promote
2 statewide objectives for, and enhance the performance
3 of, the workforce development system;
- 4 (13) Creating public awareness and understanding of the
5 State's workforce development plans, policies,
6 programs, and activities, and promoting the plans,
7 policies, programs, and activities as economic
8 investments;
- 9 (14) Submitting annual reports of the council's activities
10 and recommendations to the governor and the
11 legislature, and posting the annual reports
12 electronically on the council's website no later than
13 twenty days before the convening of each regular
14 session. Annual reports shall include:
- 15 (A) The status of the comprehensive state plan for
16 workforce development; and
- 17 (B) Information regarding the workforce development
18 programs offered throughout the State, the number
19 of individuals placed in high-demand or high-
20 growth employment through workforce development
21 programs by departments, the type or category of



1 employment garnered, and allocations of state,
2 federal, and other funding to achieve placements
3 into higher-skilled jobs;

4 (15) Evaluating the state workforce development plan in
5 terms of how its purposes, goals, and objectives have
6 been carried out throughout the State;

7 (16) Providing technical assistance to local workforce
8 development boards and other similar organizations;

9 (17) Carrying out required functions and duties related to
10 workforce development of any advisory body required or
11 made optional by federal legislation;

12 (18) The review and certification of local workforce boards
13 and plans prepared by local workforce boards for the
14 use of federal workforce development funds as provided
15 in P.L. 113-128 (29 U.S.C. 3122(b)-(c)); and

16 (19) Commenting on the measures taken pursuant to section
17 122(c)(17) of the Carl D. Perkins Career and Technical
18 Education Act of 2006, P.L. 109-270.

19 (b) The workforce development council shall collaborate
20 with the department of education on workforce development
21 initiatives to:



- 1 (1) Develop sector strategies and a career pathways system
2 that will integrate education and training and move
3 persons seeking jobs into growth industries by:
- 4 (A) Using economic data, industry clusters, and
5 industry resources to determine growth industries
6 and the skill needs of industries and employers;
- 7 (B) Establishing and maintaining initiatives that
8 facilitate ongoing dialogue between government,
9 employers, and other key stakeholders to increase
10 understanding of growth industry needs and
11 develop strategies to meet those needs;
- 12 (C) Focusing public resources on training that moves
13 workers into industries with high-quality jobs
14 that lead to better financial outcomes and longer
15 job tenures for workers;
- 16 (D) Facilitating the development of common programs
17 for individuals who choose to enroll in post
18 secondary education and individuals who choose to
19 develop employment skills through work experience
20 or on-the-job training;



- 1 (E) Coordinating a common work assessment process
- 2 between core partners;
- 3 (F) Implementing the employment first state mentoring
- 4 program; and
- 5 (G) Maintaining the iCAN bridging program at the
- 6 community schools for adults as a stepping stone
- 7 to proceed into a career pathway leading to a
- 8 work-readiness certificate or degree; and
- 9 (2) Engage employers in the workforce development system
- 10 by:
- 11 (A) Improving employer use of the participant
- 12 management information system by:
- 13 (i) Promoting the benefits of using the system;
- 14 (ii) Providing training in the system; and
- 15 (iii) Making improvements to the system for the
- 16 purpose of user friendliness;
- 17 (B) Expanding employer involvement with program
- 18 design to improve access to jobs;
- 19 (C) Focusing on short- and long-term goals aligned
- 20 with industry needs, created with industry input,



1 and sustained through industry oversight and
2 participation; and
3 (D) Establishing core partner teams.
4 (c) The workforce development council shall submit a
5 report to the senate committee on education, senate committee on
6 higher education, house of representatives committee on
7 education, and house of representatives committee on higher
8 education ninety days prior to the start of each regular session
9 on the progress of workforce development initiatives pursuant to
10 subsection (b)."

11 SECTION 4. New statutory material is underscored.

12 SECTION 5. This Act shall take effect on July 1, 2050.



Report Title:

Department of Education; Workforce Development Council;
Workforce Development Initiatives

Description:

Requires the Department of Education to collaborate with the
Workforce Development Council on workforce development
initiatives. (SB49 HD1)

*The summary description of legislation appearing on this page is for informational purposes only and is
not legislation or evidence of legislative intent.*





STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/21/2017
Time: 10:30 AM
Location: 309
Committee: House Labor & Public
Employment
House Economic Development & Business

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: SB 0049, SD1, HD1 RELATING TO EDUCATION.

Purpose of Bill: Requires the Department of Education to collaborate with the Workforce Development Council on workforce development initiatives. (SB49 HD1)

Department's Position:

The Department of Education (Department) recognizes the intent of SB 49 SD1 HD1 and provides comments. This measure requires the Department to collaborate with the Work Development Council (WDC) on workforce development initiatives.

Given the WDC's limited resources and potential decrease in federal funding, the Department respectfully submits that the expanded scope of responsibilities proposed by SB 49 SD1 aimed towards improving the Department's Career Technical Education program may be better facilitated under SB 619 SD1 HD1 and SB 298 SD1 HD1. Passage of SB 49 SD1 HD1 will negatively impact the WDC's ability to carry out its Workforce Innovation and Opportunity Act (WIOA) responsibilities pursuant to federal law.

WIOA and WDC Collaboration

Prior to and following the passage of the federal Workforce Innovation and Opportunity Act on July 22, 2014, the Department collaborated with the WDC and numerous partners on developing and finalizing Hawaii's plan.

In April 2016, states submitted their WIOA plans. The U.S. Secretary of Labor approved Hawaii's Unified State Plan in September 2016. This Plan includes career pathways that consist of secondary, post-secondary levels and K-12 involvement by incorporating career-focused measures, pathways, and work-based learning experiences and credentials.

Hawaii State departments and the University of Hawaii and its community colleges are committed to sharing career pathway strategies as an effective way of helping adults and youth

in acquiring marketable skills and industry recognized credentials. The development of a common Career Pathways System fosters integrated service delivery and implementation of the required new federal WIOA law and requires aligning core programs with all WIOA partners to improve the workforce system.

Hawaii public schools and students will greatly benefit from Hawaii's Unified State Plan and the Department's ongoing collaboration with the University of Hawaii to develop a new industry-led career and technical education.

Thank you for this opportunity to provide testimony on SB 49 SD1 HD1.

DAVID Y. IGE
GOVERNOR

SHAN S. TSUTSUI
LIEUTENANT GOVERNOR



LESLIE WILKINS
CHAIRPERSON

ALLICYN C. H. TASAKA
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
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March 21, 2017

To: The Honorable Aaron Ling Johanson Chair
The Honorable Daniel Holt Vice Chair and
Members of the House Committee on Labor & Public Employment

The Honorable Mark M. Nakashima, Chair
The Honorable Jarrett Keohokalole, Vice Chair and
Members of the House Committee on Economic Development & Business

From: Allicyn H. Tasaka, Executive Director
Workforce Development Council

RE: SB49 SD1 HD1 Relating to Education, March 21, 2017 at 10:30 a.m., Room 309

POSITION: COMMENTS

Good morning Chairs Johanson and Nakashima, Vice Chairs Holt and Keohokalole, and members of the Committees on Education, and Economic Development and Business. I am Allicyn Tasaka, Executive Director of the Hawaii Workforce Development Council (WDC) offering comments on SB49 SD1 HD1 Relating to Education.

The purpose of this measure is to add to the education statute (302 A, Hawaii Revised Statutes, HRS) to require the Department of Education (DOE) to collaborate with the Workforce Development Council on workforce development initiatives. Additionally, SB49 SD1 adds new language to the Workforce Development Council (WDC) chapter 202-2, HRS, to require WDC to collaborate with the DOE on workforce development initiatives, sector strategies, career pathways, training, assessments, and submit a report to the Legislature on the progress of these initiatives.

WDC is responsible for administrative oversight and implementation of the Workforce Innovation & Opportunity Act (WIOA) in Hawaii. This includes managing the governance structure, grant signatory, grant oversight and grant reporting as well as the allocation of funds, issuing policy and procedural guidance and conducting fiscal and program monitoring.

The WDC and DOE are core partners with WIOA and have been collaborating well together to

build the infrastructure and implement the terms of the federal law.

SB49 SD1 HD1 adds responsibilities to WDC that are outside the requirements of the federal WIOA program it is tasked to administer. WDC is 99.9% federally funded. Funds are earmarked to be used to administer WIOA programs only. State requirements will need general funds if this measure passes. Mandating the initiatives listed in this bill is estimated to cost WDC at least \$800,000 plus additional staff to implement the new services and initiatives.

Additionally, with the expected decrease in federal funding and reorganization of U.S. State departments under the new federal administration, if WDC is unable to comply with WIOA mandates due to the time, effort and staffing necessary to meet the new services and initiatives in this bill, it would jeopardize funding and WDC work with developing a seamless statewide delivery of employment services for jobseekers and employers.

The WDC is a small agency reconstituted over a year ago and surviving on federal funds to meet administrative needs to implement WIOA. WDC allocates the federal funds to the Counties to enable them to procure providers to deliver employment services at the American Job Centers (One-Stop Centers and affiliates). These centers include the core and mandatory partners who must work across programs in collaboration to provide a seamless customer experience. The service delivery is the responsibility of the Counties..

It should be noted that DLIR also has a Workforce Development Division that provides training, including on-the-job training, placement and targeted industry sector development. The Department has public/private advisory groups on healthcare, agriculture, information technology and robotics that are administered by this Division.

The bill states that the WDC shall collaborate with the DOE on workforce development initiatives that include the following, which are challenging and may make it very difficult to implement:

- Page 8, lines 12-15, “(C) Focusing public resources on training that moves workers into industries with high-quality jobs that lead to better financial outcomes and longer job tenures for workers.” WDC currently operates on 99.9% federal funding and only \$12,000 is appropriated from State funds. The federal funds have extensive federal requirements attached to them. WDC does not have the sole responsibility for federally-funded training programs. WDC and the Counties’s Local Workforce Investment Boards (LWIBs) partner to approve training programs and training providers for programs in each county through their American Job Centers. WDC is concerned about the definition of “longer job tenures” as our computer information systems are currently able to only measure the federally required measure of four quarters after exit. Any other requirement would require redesigning the system. Redesigning the system would be costly to WDC and we respectfully request State funding for the redesign if this responsibility is assigned to WDC.
- Page 8, lines 16-20, “(D) Facilitating the development of common programs for individuals to choose to enroll in postsecondary education and individuals who choose to

development employment skills through work experience or on-the-job training.” WDC does not provide programs and design programs for training. As discussed in the previous section, the training programs are also the responsibility of the Counties’ LWIBs, who identify eligible training providers and their courses when the training providers apply to provide training.

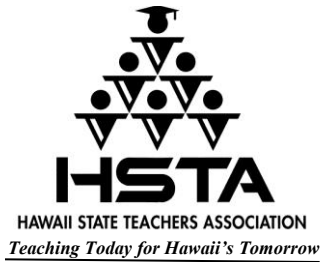
- “Work Experience” and on-the-job training are currently administered by the federal programs and other programs within the State and Counties. These programs are subject to the availability of federal funds and grants. Consistent provision of these programs would require stable funding sources such as State general funds.
- Page 9, lines 1-2, “(E) Coordinating a common work assessment process between core partners;” Although the mandate is not clearly defined, we believe it would require designing and implementing a new information system and process that is not part of WDC’s current system workflow. State funds would be required to design and implement the new system, and another Workforce Information and Data Coordinator position.
- Page 9, lines 3-4, “(F) Implementing the employment first state mentoring program; and.” The University of Hawaii Center for Disability Studies is the current administrator for the employment first state mentoring program. The program does not receive federal WIOA funds. WDC supports this program and is a participating partner through a cooperative agreement for employment first collaboration. The program is not a permanent program and is funded through a grant.

Page 9, lines 5-8, “(G) Maintaining the iCAN bridging program at the community schools for adults as a stepping stone to proceed into a career pathway leading to a work-readiness certificate or degree; and.” The iCAN bridging program is administered by DOE’s Adult Education Program and they receive WIOA Title II funds directly to pay for this program and fulfill the mandates of WIOA. The DOE Adult Education Program is a WIOA core partner committed to prepare individuals with skills and knowledge needed to succeed in postsecondary education and obtain employment.

- Page 9, lines 11-16, “(2) (A) Engage employers in the workforce development system by: (i) Promoting the benefits of using the system; (ii) Providing training in the system; and (iii) Making improvements to the system for the purpose of user friendliness;” The ability to engage employers is dependent on the availability of federal funds. The provision of training is limited to funds available. “Improvements to the system for the purpose of user friendliness” is also limited to fund availability as WDC’s access to administrative funds is limited by federal restrictions to administrative funds. These funds have seen drastic reductions in the past.
- Page 9, lines 17-18, “(B) Expanding employer involvement with program design.” WDC does not currently have the ability to design programs, but rather WDC administers programs.
- Pages 9-10, lines 19 -2, WDC is not clear on the definition and intent of “sustained through industry oversight and participation,” – does this mean each industry have an oversight advisory committee?

- Page 10, line 3, WDC already convenes a core and mandatory partner group monthly for the purpose of coordinating and integrating their programs into the American Job Centers.
- Page 10, lines 4-10, regarding requiring the submission of annual reports to the Legislature, this is already a requirement under HRS 202-2 (a)(14), WDC is required to submit annual reports of the its activities and recommendations to the Governor and the Legislature, and post the annual reports electronically on the WDC website. This would be an additional requirement that would be considered duplicative.

Thank you for the opportunity to submit comments for your consideration on this measure.



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TESTIMONY BEFORE THE HOUSE COMMITTEES ON
LABOR and ECONOMIC DEVELOPMENT AND BUSINESS

RE: SB 49, SD1, HD1 - RELATING TO EDUCATION

TUESDAY, MARCH 21, 2017

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Johanson, Chair Nakashima, and Members of the Committee:

The Hawaii State Teachers Association **supports SB 49, SD1, HD1**, relating to schools.

According to the Hawaii State Department of Education, “Career and Technical Education is an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow's skilled workforce.”

Yet, there is concern among CTE stakeholders (teachers, industry experts, and employers) about the lack of CTE inclusion in federal education legislation. As a result of the federal emphasis on high stakes accountability over the past decade, secondary schools across the state have diverted CTE funding to core content areas, especially English Language Arts and mathematics.

A majority of all current job openings, both locally and nationally, are for positions that do not require a college degree. While education reform rhetoric endlessly extols “college and career readiness,” job projections by the Hawai'i Department of Labor show that, overall, more than 72 percent of the state's projected openings through 2022 require a high school diploma or less. For comparison, about 15 percent of future openings require a bachelor's degree and only 4 percent require a master's, doctoral, or professional degree.

Hawai'i's CTE offerings must be expanded, then, to allow young people to design their own futures. According to a national study, only 25 percent of polled job seekers reported receiving career pathing in high school, however, with 41 percent saying that they wished they had received more vocational guidance. Careers taught through the state's CTE program—from automotive technology to environmental management to digital media—are at the cutting edge of our local economy, requiring real-world skills that students and employers desire, and that the CCRI paradigm too often fails to advance.

Vocational training should be a viable alternative to college, which is increasingly cost prohibitive for high school graduates and their families. One way of increasing participation in CTE programming is to require the department of education to collaborate with the workforce development council on workforce development initiatives, as this bill proposes, which would allow the 44 percent of Hawai'i high school graduates who do not seek post-secondary education to receive industry-based skills and certifications required to join the 21st Century job market.

To prepare students to become members of the modern workforce, the Hawaii State Teachers Association asks your committee to **support** this bill.

SB 49, SD1, HD1

Late Testimony