17.0675.02000

FISCAL NOTE

Requested by Legislative Council
01/19/2017

Amendment to: SB 2293

1 A. **State fiscal effect:** *Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures						
Appropriations						

1 B. **County, city, school district and township fiscal effect:** *Identify the fiscal effect on the appropriate political subdivision.*

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
Counties			
Cities			
School Districts			
Townships			

2 A. **Bill and fiscal impact summary:** *Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

SB2293 is to repeal current language and licensure levels that are not consistent with mobility and portability. Defines scope of practice, and terms associated with the practice of social work /public protection. The NDBSWE to obtain reimbursement for costs acquired during a disciplinary hearing.

B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

Section 6 of SB2293 would entitle board members to be compensated for their time, on a quarterly basis which would total approximately 1200.00 per meeting along with all reasonable and necessary expense. The NDBSWE revenue would be used for this.

3. **State fiscal effect detail:** *For information shown under state fiscal effect in 1A, please:*

A. **Revenues:** *Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

Section 11 of SB2293 requires the NDBSWE to reissue licenses to those who are licensed social workers with the correct updated licensure levels designations reflected in the bill. This cost would be taken from NDBSWE revenue. This will impact entities that employ social workers only to the extent that as job descriptions will need to be updated to reflect the new licensure designation levels. The cost to the board to send out 2400 new licenses with updated licensure designation will approximately cost $3,200.00.

B. **Expenditures:** *Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.*

Agencies with employees who have a license will need to update the licensure designations in job descriptions. The cost here is dependent on the number of social workers employed at each agency.

C. **Appropriations:** *Explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

Section 11 of SB 2293 Requires that employers across the state update licensure designations levels in job descriptions. Cost varies on number of licensed social workers in each place of employment.

Name: Nichole M. Fontaine-Vonesh

Agency: North Dakota Board of Social Work Examiners

Telephone: 701) 222-0255

Date Prepared: 01/27/2017

17.0675.01000

FISCAL NOTE

Requested by Legislative Council
01/19/2017

Bill/Resolution No.: SB 2293

1 A. **State fiscal effect:** *Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures						
Appropriations						

1 B. **County, city, school district and township fiscal effect:** *Identify the fiscal effect on the appropriate political subdivision.*

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
Counties			
Cities			
School Districts			
Townships			

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SB2293 is to repeal current language and licensure levels that are not consistent with mobility and portability. Defines scope of practice, and terms associated with the practice of social work /public protection. The NDBSWE to obtain reimbursement for costs acquired during a disciplinary hearing.

B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

Section 6 of SB2293 would entitle board members to be compensated for their time, on a quarterly basis which would total approximately 1200.00 per meeting along with all reasonable and necessary expense. The NDBSWE revenue would be used for this.

3. **State fiscal effect detail:** *For information shown under state fiscal effect in 1A, please:*

A. **Revenues:** *Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

Section 11 of SB2293 requires the NDBSWE to reissue licenses to those who are licensed social workers with the correct updated licensure levels designations reflected in the bill. This cost would be taken from NDBSWE revenue. This will impact entities that employ social workers only to the extent that as job descriptions will need to be updated to reflect the new licensure designation levels. The cost to the board to send out 2400 new licenses with updated licensure designation will approximately cost $3,200.00.

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Section 11 of SB 2293 Requires that employers across the state update licensure designations levels in job descriptions. Cost varies on number of licensed social workers in each place of employment.

Name: Nichole M. Fontaine-Vonesh

Agency: North Dakota Board of Social Work Examiners

Telephone: 701) 222-0255

Date Prepared: 01/27/2017

2017 SENATE HUMAN SERVICES

SB 2293

2017 SENATE STANDING COMMITTEE MINUTES

Human Services Committee
Red River Room, State Capitol

SB 2293
2/1/2017
Job Number 27728

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature	Jana Bellamy for Marie Johnson

Explanation or reason for introduction of bill/resolution:

A bill relating to regulation of social work, private practice, and to provide a penalty.

Minutes: 9 Attachments

Chair J. Lee: All Senators present. Opened the public hearing on SB 2293.

(0:00:20-0:04:45) Senator David Rust: Introduced the bill. **Please see attachment #1**

(0:04:46-0:00:00) Chair J. Lee: In interim worked with counseling boards, several in process of doing same thing, curriculum apply.

(0:00:00-0:08:15) Senator Rust: Because of the sparsity of population in our area, do you lower the standard and afford someone services. Or do you keep the standard high and receive no services, which is worse? I don't want to have people getting services, where they'd be getting bad advice. Mr. Tyler and Mary, interested in changing laws, when people move from one state to another, it will be easier to get a license.

Senator Piepkorn: It doesn't seem to be a major issue, it's not a question whether her residency was inferior, it was merely a matter of the time, the hours she'd spent in this particular level of supervisor. At first glance, it does not seem unreasonable that someone moving in should be required to have the same number of supervised hours as those practice in state already. She was able to get a license at the next lower level. I see some obstacles, but at first glance, it doesn't seem such a big deal to maintain the standards as they are.

Senator Rust: You'll notice I didn't go to fix something that wasn't broken, it seemed reasonable doing a rewrite and getting things closer to a national model.

Chair J. Lee: Your constituents issue brought to mind and we have moved forward to a better solution for the whole thing, which is looking into professional rewrites.

Senator Rust: I do believe in standards and qualifications. You want good people that are going to give good advice in some of the situations. The worse that could happen is you lower the standard, giving bad advice, and does something detrimental to themselves or others.

(11:30-16:15) Heidi Nieuwsma, Chair, North Dakota Board of Social Work Examiners: explained the bill with provided neutral testimony. **(Attachment #2)**

(0:16:20-0:24:15) Chair J. Lee led a walkthrough of the bill, one section at a time, with clarification on from Heidi Nieuwsma. The main issues that were addressed:

- Section 1 - Change in licensing titles, scope of practice hasn't changed.
- Section 2 – License procedures in other states.
- Section 4 – Age of majority is 18.
- Section 6 - $200 a day is directly from fees of licensees in our jurisdiction.

V-Chair Larsen: Talking disciplinary proceedings K-L, on page 14 isn't that more of a rules thing and should be in code?

John Tyler, Assistant Attorney General, North Dakota Board of Social Work Representative: This section of law, this is saying all of the grounds for disciplinary proceedings, its common across all 8 boards, for all of their practice acts to include all grounds of discipline, it's a possibility to put K & L in ethics as part of the admin code. These were specifically spelled out in law for national legislation, and that's why we put them here. It's something the board could put in administrative code, under ethics.

Senator Heckaman: On page 13, Section 8, line 17-19, proof at a hearing, who bears the cost of the hearing?

Mr. Tyler: There is a section that provides for cost recovery, on page 11-12. Which provides two circumstances where the board can recover costs. Only if the administrative law judge, were to rule in favor of the licensee, then the board could not recoup its costs. The specifics of that are on page 11 and 12.

Senator Piepkorn: When does it become effective?

V-Chair Larsen: august

Senator Piepkorn: What do you foresee as the immediate impacts, both positive and drawbacks to the bill.

Heidi Nieuwsma: When we first looked at it, previous boards have taken a portion of the model social work act and put it towards our laws. We decided that it was because of our changing population in North Dakota. Its increasingly important for us to make sure that mental health professionals are in the places that they need to be. It seems to hit over in the western and eastern parts. Once it's done and implemented, I don't see anything that's negative. The parts that we thought would hinder us in North Dakota we didn't include. All the pieces are to increase mobility, part comes from the Schulte report, mobility and taking care of our citizens.

Senator Piepkorn: Will there be an influx of counselors?

Heidi Nieuwsma: I can't determine that, I would hope so, it would make us more appealing, Social worker decided to be a stay at home mom, because it was too much work to get North Dakota license.

(31:25-34:05) Lisa Johnson, North Dakota University System: Reading testimony in favor of the bill, written by **Dr. Carenlee Barkdull, please see attachment #3.**

(35:00-36:00) Rhonda Allery, Director, Lakes Social Service District: Testified in opposition, **please see attachment #4.**

Heidi Nieuwsma: We would definitely be willing to have a conversation, it's under the portion for a clinical social worker, that is a part of their training. When they become a clinical social worker, they have to be supervised by an approved supervisor from the board. That doesn't mean that an LSW can't supervise them in a work environment, it means as they're moving forward to get their third level of licensure the board has to approve those supervisors to make sure that supervisors have met all the requirements.

John Tyler: The language that was pointed out is in the definitions section, so it's saying the term approved supervisor only has effect as its used elsewhere in the bill. It's not saying by itself, the only people who can supervise social workers are approved supervisors. Elsewhere it mentions to gain certain licensure levels, supervision by an approved supervisor is needed. This term doesn't apply to general supervision, only for obtaining licensure.

(38:45-42:50) Bonnie Staiger, Executive Director, North Dakota Psychological Association: presented opposing testimony**, please see attachment #5.**

V-Chair Larsen: I thought that at the county centers we have bachelor level people doing things you want to limit here.

Bonnie Staiger: I'm unable to answer that question.

Heidi Nieuwsma: We do have bachelor level social workers that are doing work. That's why we made the difference between counseling and psychotherapy, such as social skills groups. We do have domestic violence groups that are run by many bachelor level social workers. We aren't just about getting them connected to food baskets, which is also very important to do, but bachelor level is the largest number of licensed social workers that we have in North Dakota. When you look under scope of practice for bachelor level social workers, it does not say psychotherapy and that's why we made that distinction between what counseling and psychotherapy is within our law.

Chair J. Lee: Its nationally recognized statute recommendation. How many states have adopted this model legislation?

Heidi Nieuwsma: When I was doing the research, these statutes are very similar to Montana and South Dakota. The title part that's not as close, but the rest is.

Chair J. Lee: Asked parties concerned have a discussion.

Bonnie Staiger: All the people who read this bill felt that part was confusing and would like to see that it's clarified so that there is a bright line between counseling and psychotherapy.

Chair J. Lee: Do they recognize that the language is probably what the national model legislation is, so it must not be confusing in other states.

Bonnie Staiger: I don't believe that we recognized that the effort was to be part of a national reciprocity movement, for other professions I'm familiar with that. The effort has never been to reduce the standards across the country, but to raise them to a higher bar.

Chair J. Lee: There are some challenges that we need to look into.

Chair J. Lee: Closed the public hearing on SB 2293.

Additional testimony was received after the hearing was closed and attached as #6, #7, #8, and #9.

2017 SENATE STANDING COMMITTEE MINUTES

Human Services Committee
Red River Room, State Capitol

SB 2293
2/6/2017
Job Number 27924

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature	Marie Johnson

Explanation or reason for introduction of bill/resolution:

A bill relating to the regulation of social work; relating to private practice of social work; and to provide a penalty

Minutes:

No attachments

Chair J. Lee: All Senators present. Committee work on SB 2293.

Chair J. Lee: Bonnie Staiger, from the Psychology Association had a concern. She had question

V-Chair Larsen: On page 1 line 18 approve supervisor there was something to amend there. They gave me clarity on majority age. Page 14 there was some discussion on lines 13-26, if that was supposed to be in rules instead of in code, but I don't remember if they made it clear.

Chair J. Lee: The one thing I have written about page 1 line 18, is that it doesn't apply to work place, only for licensure. That was the question, does an approved clinical supervisor or licensed social worker, have the qualifications to be a supervisor. That was a concern that was brought up, whether or not the person who was supervising in the workplace had to be an approved clinical supervisor or licensed social worker.

Senator Heckaman: If you look at Rhonda Allery's testimony #4 from the 2/1/2017 hearing (Job #27728) it goes into that section. She highlighted "this appears to define a supervisor in such a way that only a person approved by the Board can supervise social workers in any setting. I had written down it needs a fix.

Chair J. Lee: This was a model act.

Senator Anderson: Psychologist testimony by Ms. Staiger (#5 from the 2/1/2017 hearing Job #27728), she makes several inferences about that she doesn't feel expansion is appropriate. I think we're using model act language here and she doesn't offer suggestions to fix what she didn't agree with. I think we could move it ahead the way it is.

Chair J. Lee: I think the social workers are capable of doing more than helping people get connected with food baskets and low income housing. I thought that was a little restrictive.

Senator Kreun: In Ms. Staiger (testimony #5) last paragraph, does that coincide with Ms. Allery's (testimony #4) is she referring to the qualifications, definitions in conflict with codified lower standards, is that what she's talking about?

Chair J. Lee: We've had some challenges with the Board of Psychology Examiners, and she represents the Association and not the Board. I've tremendous respect for her, we have seen obstacles to people being able to be licensed in North Dakota, coming in from other states. They don't meet every month, it's difficult to get on the agenda, it has really been a challenge there. Everybody has a right to comment on anything that we bring forward here, but one profession doesn't have the right to regulate another profession, unless they are the supervisors in this scope of practice. I think that is what Ms. Allery misunderstood on the front page, was that it does not apply to the work place only for licensure.

Senator Anderson: The language in this bill similar to what we passed in SB 2033, where both boards in that bill wanted language that said the board needed to approve who they were going to be. That's one of the reasons for the interim report, to see how they're doing based on the changes we make and if they come back and say, now we can't supervise people we thought we could supervise, then we can change it next time.

V-Chair Larsen: I know we had the discussion on how we were going to change that and gave them the opportunity to come forth with the name. They didn't come forth and I don't know what you would call it either.

Chair J. Lee: Every model act is something that we automatically have to rubber stamp, but I have a lot of confidence in a national organization of professionals, who have worked together to try and create some uniformity in licensing law from one state to another. That's what I think this is about, updating the social work licensing and making it more likely to have reciprocity with other states.

Senator Heckaman: When we don't' have any amendments maybe we should move this one and the other house can deal?

Chair J. Lee: Ms. Allerey's was explained, relating to page 1.

Senator Heckaman: I'll move a Do Pass on SB 2293.

V-Chair Larsen seconded

A Roll Call Vote was taken. 6 ayes, 0 nays, 1 absent/ not voting.

Motion passes

Senator Anderson will carry the bill.

(0:09:40-0:10:46) Senator Clemens voted aye for SB 2293, amending the roll call vote to 7-0-0.

Date: 2/6 2017

Roll Call Vote #: 1

2017 SENATE STANDING COMMITTEE
ROLL CALL VOTES

BILL/RESOLUTION NO. 2293

Senate Human Services Committee

☐ Subcommittee

Amendment LC# or Description: _____

Recommendation: ☐ Adopt Amendment
☒ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar

Other Actions: ☐ Reconsider ☐ _____

Motion Made By Sen. Heckaman Seconded By Sen Larsen

Senators	Yes	No	Senators	Yes	No
Senator Judy Lee (Chairman)	X		Senator Joan Heckaman	X	
Senator Oley Larsen (Vice-Chair)	X		Senator Merrill Piepkorn	X	
Senator Howard C. Anderson, Jr.	X				
Senator David A. Clemens	X				
Senator Curt Kreun	X				

Total (Yes) 7 No 0

Absent 0

Floor Assignment Sen. Andesson

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2293: Human Services Committee (Sen. J. Lee, Chairman) recommends **DO PASS** (7 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2293 was placed on the Eleventh order on the calendar.

2017 HOUSE HUMAN SERVICES

SB 2293

2017 HOUSE STANDING COMMITTEE MINUTES

Human Services Committee
Fort Union Room, State Capitol

SB 2293
3/8/2017
28932

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature Judy Kopplin

Explanation or reason for introduction of bill/resolution:

Relating to the regulation of social work; relating to private practice of social work; and to provide a penalty.

Minutes: 1, 2, 3

Chairman Weisz: Called the committee to order.
Opened the hearing on SB 2293
Is there any testimony in support of SB 2293?

David Rust
(Attachment 1)
4:15
Chairman Weisz: Are there any questions from the committee?

Chairman Weisz: Is there further testimony in support of SB 2293?
4:38

Heidi Nieuwsma,
(Attachment 2)
9:30

We have an amendment that we support.
Amendment
(Attachment 3)

Chairman Weisz: Are there any questions from the committee?

Vice Chairman Rohr: On the last page of your testimony you have the license title comparisons. Could you let us know for each of those if there is a difference in educational or clinical experience?

H. Nieuwsma: When you go to page 4, the table right now the scope of practice hasn't changed for any of those. The licensed social worker is a baccalaureate social worker which

is a 4- year degree. The licensed certified social worker is where someone goes on to get their master's. Then the licensed independent social worker is where social worker becomes a clinician so on top of their masters they have to have an additional 3000 hours of supervision.

Chairman Weisz: Further questions?

Representative P. Anderson: Are all of the social workers on board with this bill?

H. Nieuwsma: They were just concerned that we did not change the scope of practice and we did not change that. We just clarified them and made the definitions more detailed, so that employers know what they can do within their scope of practice.

Chairman Weisz: Is there further testimony in support of SB 2293?

Chairman Weisz: Is there anyone here in opposition to SB 2293?

Steve Riser, ND County Social Services Association
If this bill would have passed without the amendment, we will not support it.
After the bill is amended we will still remain neutral on this bill.
There are three reasons why we would remain neutral on this bill even with the amendments. If you were to look at the century code right now and the responsibilities of the licensing board you would find a 5- page document. This bill if you notice is 20 pages. You will see that the duties, the scope and the license board is extremely changed. It has had a large makeover. Having said that this bill as testified was created by the board of social work examiners. They did not talk to stake holders. They didn't talk to anybody to get their input about this bill. We think we should have been contacted and worked together as a team to come up with the bill. They testified that this is based on the national template. Why would they base a bill off of the national template that is supposed to represent ND? I will say again that the amendments vastly improve the bill and we can live with the bill I think.

Chairman Weisz: Are there any questions from the committee?

Representative Schneider: Are you speaking on behalf of a group?

S. Riser: I am speaking on behalf of the ND Association of County Social Service Directors

Chairman Weisz: Further questions from the committee?
Is there further testimony in opposition to SB 2293?
Seeing none, we will close the hearing on SB 2293.

2017 HOUSE STANDING COMMITTEE MINUTES

Human Services Committee
Fort Union Room, State Capitol

SB 2293
3/22/2017
29566

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature Donna Whetham

Explanation or reason for introduction of bill/resolution:

Relating to the regulation of social work; to amend and reenact sections of the ND Century code relating to the regulation of social work; to repeal the ND Century Code relating to private practice of social work; and to provide a penalty.

Minutes: Attachment 1-3.

Chairman Weisz: called the committee to order on SB 2293. I am handing out some testimony that was given to us by the counties. (See Attachment #1). This may not be anything new. They would still prefer that it goes away, although they said the amendment certainly improve it but they still have a lot of issues with the original bill at this time. Passed out an amendment. (See attachment #2).

Representative P. Anderson: I have some additional amendments. This came from Kim Jacobson of Trail County. (Attachment #3).

Representative Porter: I would move the amendment, the first pack you handed out not the ones from Representative Anderson. It states on the first line "page1, line 13, after "supervisor insert "for licensure".

Representative Seibel: I will second it.

Representative Porter: Based on the input that we got from the counties and others. That moves them to neutral on the bill. I would like the amendments on the bill, so they will be at least neutral then we can discuss the rest of the bill.

Voice vote: to accept the amendment.

Motion carried to accept the amendment.

Representative P. Anderson: We have had several of these where the licensing board and the association just don't want us to fix this. I don't think we should be in the middle on this. I move a Do Not Pass as amended.

Representative Devlin: second.

Representative Porter: Is it worth making it neutral and then being able to go to a conference committee. Then if they can't do it we can still kill it later if they can't work it out. We made the counties neutral but I would not like to think we don't give them time in the next three weeks to work it out that they could come to an agreement. We can always kill it after the conference committee.

Chairman Weisz: Any further discussion?

Representative Devlin: I don't think that this makes them neutral, I think sometimes we just need to do what is best and I think it should be done.

Chairman Weisz: We have a motion for a Do Not Pass as amended on SB 2293. Is there any more discussion? Seeing none. The clerk will call the roll.

Roll call vote taken: Yes 11 No 2 Absent 1.

Chairman Weisz: Motion carried. Do I have a volunteer to carry this one? Do I need to appoint someone?

Representative P. Anderson: Will carry the bill.

Chairman Weisz: Hearing adjourned.

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3/23/17

17.0675.01001
Title.02000

Adopted by the Human Services Committee

March 23, 2017

JP
1 of 3

PROPOSED AMENDMENTS TO SENATE BILL NO. 2293

Page 1, line 13, after "supervisor" insert "for licensure"

Page 1, line 18, remove ""Approved supervisor" means an approved clinical supervisor or licensed social"

Page 1, remove line 19

Page 1, line 20, remove "5."

Page 1, line 22, replace "6." with "5."

Page 2, remove lines 11 and 12

Page 2, line 13, replace "8." with "6."

Page 2, line 17, replace "9." with "7."

Page 2, line 19, replace "10." with "8."

Page 2, line 19, after "supervision" insert "for licensure"

Page 2, line 21, after "work" insert "in preparation for the social worker's licensure as a clinical social worker in accordance with the requirements adopted by the board"

Page 2, line 21, remove "continued"

Page 2, line 24, replace "11." with "9."

Page 2, line 26, replace "12." with "10."

Page 2, line 28, replace "13." with "11."

Page 3, line 1, replace "14." with "12."

Page 3, line 1, replace "Conviction" with "Convicted"

Page 3, line 5, replace "15." with "13."

Page 3, line 8, replace "16." with "14."

Page 3, line 14, replace "17." with "15."

Page 3, line 16, replace "18." with "16."

Page 3, line 18, replace "19." with "17."

Page 3, line 28, replace "20." with "18."

Page 3, line 29, replace "21." with "19."

Page 4, line 1, replace "22." with "20."

Page 4, line 15, replace "23." with "21."

Page 4, line 17, replace "24." with "22."

3/23/17 DF
2 of 3

Page 4, replace lines 23 through 27 with:

"23. "Social work case management" means a method to plan, provide, evaluate, and monitor services by a licensed social worker from a variety of resources on behalf of and in collaboration with a client."

Page 5, line 7, after "licensed" insert "baccalaureate"

Page 5, line 8, overstrike "certified" and insert immediately thereafter "master's"

Page 8, line 5, remove the overstrike over "~~satisfied the board that within a four-year period the applicant has~~"

Page 8, line 6, remove the overstrike over "~~successfully completed three thousand hours of~~" and insert immediately thereafter "supervised"

Page 8, line 6, remove the overstrike over "~~post-master's clinical social work~~"

Page 8, line 7, remove the overstrike over "~~experience~~" and insert immediately thereafter ". The initial one thousand five hundred of the required hours must have been"

Page 8, line 7, remove the overstrike over "~~under the supervision of a~~"

Page 8, line 7, remove the overstrike over "~~clinical social worker~~"

Page 8, line 8, after "~~or~~" insert ". If the board determines a hardship exists due to geographical location, disability, or other factors, the applicant may complete the remaining hours under the supervision of other qualified mental health professionals approved by the board. The qualified professional must be registered or otherwise qualified as a clinical supervisor by the board that licenses the other professional. However"

Page 8, line 8, remove the overstrike over "~~, if an applicant began~~"

Page 8, line 8, remove the overstrike over "~~supervised~~ " and insert immediately thereafter "post-master's"

Page 8, line 8, remove the overstrike over "~~clinical social work experience before~~"

Page 8, line 9, remove the overstrike over "~~August 1, 2009, a~~"

Page 8, line 9, after "~~certified~~" insert " master's"

Page 8, line 9, remove the overstrike over "~~social worker who has two years of~~"

Page 8, remove the overstrike over line 10

Page 8, line 11, remove the overstrike over "~~psychiatrist~~"

Page 8, line 11, remove "completed supervised practice approved by the board or"

Page 8, line 12, replace "demonstrated" with "may have supervised the required hours. The applicant may demonstrate"

Page 9, line 7, after the underscored period insert "The board may determine an applicant for licensure under this section possesses qualifications or experience in the practice of social work which meet or exceed the minimum requirements for licensure of the board."

Page 11, line 16, replace "Shall" with "May"

Page 12, line 19, replace "Shall" with "May"

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3 of 3

Page 12, line 30, after "practice" insert "for licensure"

Page 13, line 1, after "supervisors" insert "for licensure"

Page 13, line 2, after "programs" insert "for licensure"

Page 14, line 4, remove "improper or"

Page 14, line 4, after the second "or" insert "intentionally or with gross negligence"

Page 14, line 4, remove "related"

Page 14, line 4, after "laws" insert "related to fraud"

Page 16, line 10, after the first "licensed" insert "baccalaureate"

Page 16, line 10, after "~~certified~~" insert "master's"

Page 17, line 1, remove "by the board"

Page 17, line 2, after "work" insert "by holding themself out as a social worker and practicing within the scope of practice of a licensed social worker"

Page 17, line 2, after "a" insert "civil"

Page 17, line 5, after the underscored period insert "The hearing must be held before the office of administrative hearings acting on behalf of the board under chapter 28-32. The administrative law judge shall make a final decision. The final decision may be appealed to the district court under chapter 28-32."

Page 17, line 13, after the sixth underscored comma insert "social work"

Page 17, line 25, after the fourth underscored comma insert "social work"

Page 17, line 28, after "Under" insert "the"

Page 17, line 28, replace "as provided in this chapter" with "of a clinical social worker"

Page 18, line 7, after the first underscored comma insert "social work"

Page 18, line 17, remove "baccalaureate social work, master's social work, or clinical"

Page 18, line 21, remove "baccalaureate social work, master's social work, or clinical"

Page 20, line 25, after the second "is" insert "an"

Page 20, line 26, after "exempt" insert "record as defined under section 44-04-17.1"

Renumber accordingly

Date: 3/22/17
Roll Call Vote #: 1

2017 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. SB 2293

House Human Services Committee

☐ Subcommittee

Amendment LC# or Description: 17.0675.01001

Recommendation: ☑ Adopt Amendment
☐ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar

Other Actions: ☐ Reconsider ☐ _____

Motion Made By Porter Seconded By Seibel

Representatives	Yes	No	Representatives	Yes	No
Chairman Weisz			Rep. P. Anderson		
Vice Chairman Rohr			Rep. Schneider		
Rep. B. Anderson					
Rep. D. Anderson					
Rep. Damschen					
Rep. Devlin					
Rep. Kiefert					
Rep. McWilliams					
Rep. Porter					
Rep. Seibel					
Rep. Skroch					
Rep. Westlind					

Voice vote on amendment carried
Motion carried

Total (Yes) _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 3/22/17
Roll Call Vote #: 2

2017 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. SB 2293

House Human Services Committee

☐ Subcommittee

Amendment LC# or Description:

Recommendation: ☐ Adopt Amendment
☐ Do Pass ☑ Do Not Pass ☐ Without Committee Recommendation
☑ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar

Other Actions: ☐ Reconsider ☐

Motion Made By P. Anderson Seconded By Devlin

Representatives	Yes	No	Representatives	Yes	No
Chairman Weisz	✓		Rep. P. Anderson	✓	
Vice Chairman Rohr	✓		Rep. Schneider	✓	
Rep. B. Anderson		✓			
Rep. D. Anderson		✓			
Rep. Damschen	✓				
Rep. Devlin	✓				
Rep. Kiefert	abs.				
Rep. McWilliams	✓				
Rep. Porter	✓				
Rep. Seibel	✓				
Rep. Skroch	✓				
Rep. Westlind	✓				

Total (Yes) 11 No 2

Absent 1

Floor Assignment P. Anderson

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2293: Human Services Committee (Rep. Weisz, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO NOT PASS** (11 YEAS, 2 NAYS, 1 ABSENT AND NOT VOTING). SB 2293 was placed on the Sixth order on the calendar.

Page 1, line 13, after "supervisor" insert "for licensure"

Page 1, line 18, remove ""Approved supervisor" means an approved clinical supervisor or licensed social"

Page 1, remove line 19

Page 1, line 20, remove "5."

Page 1, line 22, replace "6." with "5."

Page 2, remove lines 11 and 12

Page 2, line 13, replace "8." with "6."

Page 2, line 17, replace "9." with "7."

Page 2, line 19, replace "10." with "8."

Page 2, line 19, after "supervision" insert "for licensure"

Page 2, line 21, after "work" insert "in preparation for the social worker's licensure as a clinical social worker in accordance with the requirements adopted by the board"

Page 2, line 21, remove "continued"

Page 2, line 24, replace "11." with "9."

Page 2, line 26, replace "12." with "10."

Page 2, line 28, replace "13." with "11."

Page 3, line 1, replace "14." with "12."

Page 3, line 1, replace "Conviction" with "Convicted"

Page 3, line 5, replace "15." with "13."

Page 3, line 8, replace "16." with "14."

Page 3, line 14, replace "17." with "15."

Page 3, line 16, replace "18." with "16."

Page 3, line 18, replace "19." with "17."

Page 3, line 28, replace "20." with "18."

Page 3, line 29, replace "21." with "19."

Page 4, line 1, replace "22." with "20."

Page 4, line 15, replace "23." with "21."

Page 4, line 17, replace "24." with "22."

Page 4, replace lines 23 through 27 with:

"23. "Social work case management" means a method to plan, provide, evaluate, and monitor services by a licensed social worker from a variety of resources on behalf of and in collaboration with a client."

Page 5, line 7, after "licensed" insert "baccalaureate"

Page 5, line 8, overstrike "certified" and insert immediately thereafter "master's"

Page 8, line 5, remove the overstrike over "~~satisfied the board that within a four-year period the applicant has~~"

Page 8, line 6, remove the overstrike over "~~successfully completed three thousand hours of~~" and insert immediately thereafter "supervised"

Page 8, line 6, remove the overstrike over "~~post-master's clinical social work~~"

Page 8, line 7, remove the overstrike over "~~experience~~" and insert immediately thereafter ". The initial one thousand five hundred of the required hours must have been"

Page 8, line 7, remove the overstrike over "~~under the supervision of a~~"

Page 8, line 7, remove the overstrike over "~~clinical social worker~~"

Page 8, line 8, after "~~or~~" insert ". If the board determines a hardship exists due to geographical location, disability, or other factors, the applicant may complete the remaining hours under the supervision of other qualified mental health professionals approved by the board. The qualified professional must be registered or otherwise qualified as a clinical supervisor by the board that licenses the other professional. However"

Page 8, line 8, remove the overstrike over "~~, if an applicant began~~"

Page 8, line 8, remove the overstrike over "~~supervised~~" and insert immediately thereafter "post-master's"

Page 8, line 8, remove the overstrike over "~~clinical social work experience before~~"

Page 8, line 9, remove the overstrike over "~~August 1, 2009, a~~"

Page 8, line 9, after "~~certified~~" insert " master's"

Page 8, line 9, remove the overstrike over "~~social worker who has two years of~~"

Page 8, remove the overstrike over line 10

Page 8, line 11, remove the overstrike over "~~psychiatrist~~"

Page 8, line 11, remove "completed supervised practice approved by the board or"

Page 8, line 12, replace "demonstrated" with "may have supervised the required hours. The applicant may demonstrate"

Page 9, line 7, after the underscored period insert "The board may determine an applicant for licensure under this section possesses qualifications or experience in the practice of social work which meet or exceed the minimum requirements for licensure of the board."

Page 11, line 16, replace "Shall" with "May"

Page 12, line 19, replace "Shall" with "May"

Page 12, line 30, after "practice" insert "for licensure"

Page 13, line 1, after "supervisors" insert "for licensure"

Page 13, line 2, after "programs" insert "for licensure"

Page 14, line 4, remove "improper or"

Page 14, line 4, after the second "or" insert "intentionally or with gross negligence"

Page 14, line 4, remove "related"

Page 14, line 4, after "laws" insert "related to fraud"

Page 16, line 10, after the first "licensed" insert "baccalaureate"

Page 16, line 10, after "~~certified~~" insert "master's"

Page 17, line 1, remove "by the board"

Page 17, line 2, after "work" insert "by holding themself out as a social worker and practicing within the scope of practice of a licensed social worker"

Page 17, line 2, after "a" insert "civil"

Page 17, line 5, after the underscored period insert "The hearing must be held before the office of administrative hearings acting on behalf of the board under chapter 28-32. The administrative law judge shall make a final decision. The final decision may be appealed to the district court under chapter 28-32."

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Page 20, line 25, after the second "is" insert "an"

Page 20, line 26, after "exempt" insert "record as defined under section 44-04-17.1"

Renumber accordingly

2017 TESTIMONY

SB 2293

SB 2293
Attach #1
2/1
Pg 1

Madam Chair and Members of the Senate Human Services Committee:

For the record, I am David Rust, Senator from District 2 located in NW ND. I'm here to introduce SB 2293. This is an elaborate bill that deals with the regulation of social work, levels of licensure, portability, the Board of Social Work Examiners and their duties, and a number of related topics.

I became interested with the reciprocity of social workers when I was contacted by a constituent who was raised in a neighboring town, married, move out of state, was a social worker licensed in NY, returned to her home community in ND after many years, and wanted to be licensed in ND.

The neighboring town had recently opened a rural clinic and was looking to hire a social worker. She thought she was qualified but had issues getting the license she thought she should be able to get. She contacted me. I made a few calls and found the hang up dealt with the lack of supervised hours in an area--resulting in a lower level of licensure than she had in NY. In the end she did get a license at the next lower level with a reasonable path to the license she desired.

I felt her problem was one of reciprocity between states. My thinking centered on, "If you are certified in one state to do something, shouldn't you be certified to do it in ND." We dealt with similar issues in education in ND and it often frustrated administrators.

I was frustrated that 1) a clinic in my area needed a social worker, 2) a social worker moved into our area looking for a job, and 3) there should be a way to get this worked out so we can provide services in an field where shortages abound.

I did have a bill drafted for provisional licensure. In the meantime I became award of the ND Board of Social Worker Examiners doing a re-write of state laws dealing with social workers.

Their liaison in the AG's office informed me of the work he was doing. Evidently there is a hodgepodge of state laws dealing with social workers. Legislation in ND, adopting the national model for social work board legislation, was in the process of being drafted. I was told that it would increase similarities of the laws of our state and other states, which should make it easier for applicants to receive a license through reciprocity. So, I agreed to prime sponsor SB 2293 for them.

I am by no means an expert in this area. I'm not even sure I'm a novice. Those who follow me will give you the details of the bill as well as the benefits of it.

If you have any questions, feel free to ask. I warn you that I will more than likely refer you to the experts.

Madam Chair.

SB 2293
Attach # 2
2/1
Pg 1

Human Service Committee

Public Hearing on Senate Bill 2293

February 1st, 2017

Good Morning, my name Heidi Nieuwsma. I am the Chair of the North Dakota Board of Social Work Examiners.

I want to thank Chairman Lee, and fellow members of the Senate Human Service Committee for the opportunity to speak to you today about Senate Bill 2293.

Senate Bill 2293 offers the state of North Dakota increased consistency with the laws of many other states, which increases mobility to address workforce shortage issues (and emergency provisions), public protection, and increased use of electronics practice (telemedicine).

The North Dakota Board of Social Work Examiners (Board) worked diligently on language for SB 2293. The Board's proposed changes to existing language and additional regulation to address telehealth provisions mandated by the Affordable Care Act (ACA) are informed by a national perspective using the Association of Social Work Boards Model Social Work Practice Act, or model act. The model act establishes standards of minimal social work competence, methods of fairly and objectively addressing consumer complaints, and means of removing incompetent and/or unethical practitioners from practice.

The public is well-served by the implementation of the model act in the laws of individual jurisdictions for a number of reasons, the primary one being greater standardization—consistency—of terminology and regulation from jurisdiction to jurisdiction. Greater standardization promotes:

- increased public understanding of social work, which increases public protection
- increased mobility for qualified social workers, which increases access to vital mental health practitioners and services—especially in jurisdictions struggling with workforce shortages
- increased consistency in legal decisions related to licensure, renewal, discipline and other board activities

Workforce shortages have been a major issue in North Dakota. SB 2293 seeks to address that issue by increasing the similarity of licensure language and requirements to bring North Dakota's social work legislation in line with other states through use of the model act.

- SB 2293 increases standardization of social work licensing requirements, education, experience, and examination to be more consistent with other jurisdictions in the U.S. states. This increases mobility because new social workers coming to North Dakota will be more likely to have the qualifications for licensure in North Dakota if our laws are similar to the laws of the state where they were licensed.
- SB 2293 addresses standardization by modifying the existing license titles to more closely mirror license titles used in other jurisdictions and more clearly identify a social worker's education and experience. (See Table 1.)
- SB 2293 addresses disaster or emergency response (43-41-02, 7; pages 5 and 6 of the bill).
- SB2293 expands and modifies language on license transfer (43-41-07; pages 8 and 9 of the bill) such that license transfer may be streamlined if the social worker is licensed in good standing in another state and either met all the requirements for licensure from this state that were in effect at the time he or she was initially licensed, or had qualifications

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substantially similar to those required at the time of application in North Dakota when he or she was initially licensed.

- SB 2293 promotes social work practice mobility and license portability for all social workers wishing to practice in our state, to transfer to another state, or to hold licenses in multiple jurisdictions.
- SB 2293 addresses the mandate for increased use of telemedicine by adding language about electronic social work services (43-41-01, 16; page 3 of the bill), which will support increased use of telemedicine in a regulated manner.
-

Table 1. License title comparisons.		
Current License Title	Proposed License Title	Rationale
Licensed Social Worker	Baccalaureate Social Worker	The new title clearly states education achieved.
Licensed Certified Social Worker	Licensed Master's Social Worker	The current title is confusing from a regulatory point of view because it indicates the license holder is both licensed and certified. The new title is more concise and reflects education level.
Licensed Independent Clinical Social Worker	Licensed Clinical Social Worker	The new title is more familiar to most Americans, it is used commonly for federal social work jobs, and it is familiar to and in use by many third party payers.

In closing, licensing boards have been targeted as creating unnecessary barriers. SB 2293 demonstrates that regulatory boards can support greater access to care rather than be a barrier to it. The proposed legislation will position North Dakota as a model state and a state to model

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2/1

when other jurisdictions are considering how to achieve social practice mobility and license portability while serving the board's mission of public protection.

Thank you for your time. I welcome any questions or comments that you may have.

Heidi J. Nieuwsma, Chair
North Dakota Board of Social Work Examiners
P.O. Box 14
Bismarck, ND 58501-0914

SB2293
Attach #3
2/1
pg. 1

NORTH DAKOTA
UNIVERSITY SYSTEM
ACCESS. INNOVATION. EXCELLENCE.

THE NDUS EDGE

SB 2293

Senate Human Services Committee
February 1, 2017

Carenlee Barkdull, PhD, LCSW
Chair and Associate Professor
University of North Dakota Department of Social Work
701-777-3770 | Carenlee.barkdull@und.edu

Madam Chair Lee, members of the Senate Human Services Committee,

My name is Carenlee Barkdull, PhD, LCSW, and I serve as chair and associate professor at the University of North Dakota Department of Social Work. I write today in support of SB 2293, which is the culmination of more than a year of hard work and effort by the North Dakota Board of Social Work Examiners (NDBSWE) to improve and update our state's social work licensing standards. I appreciate that this process has been open, transparent, and consultative with numerous stakeholders. I was invited to attend a board meeting last August and was asked to speak to issues directly related to social work licensure and its intersections with social work education. I would like to publicly acknowledge the openness and transparency of this process. I appreciated the thoughtfulness of the committee's questions, and their interest in including the practice context of social work education carefully in their deliberations.

NBDSWE has diligently utilized the resources and expertise of the national licensing oversight body, the ASWB (Association of Social Work Boards). They have carefully reviewed and compared national standards with our state standards, and made carefully-considered modifications that protect the public interest, improve the license mobility for individuals moving into our state and relocating out of state, and address technological changes affecting social work practice.

Sensitivity to license mobility necessitates some title changes for social workers in our state. While the scope of practice for the varying levels of licensure remains the same, these title changes would align North Dakota's terminology with that most commonly-used throughout the country. This standardization provides benefits to our program's graduates who may work in and then leave North Dakota. It will also be helpful to new faculty we hire to teach social work as they are required to obtain North Dakota social work licenses. While there may be some short-term adjustment to the title changes proposed, the benefits are considerable.

Additional changes are proposed that clarify disciplinary procedures and processes. As regulation of the profession is one of the most important functions of professional licensing boards, improvements undertaken to optimize effective functioning in this role are key to serving the public interest.

I hope this is helpful information to your deliberations, and appreciate the opportunity to provide input into this process.

SB 2293
Attach #4
2/1
pg. 1

Testimony
Senate Human Services Committee
Senator Judy Lee, Chairperson
Senate Bill 2293-Regarding the Regulation of Social Work
February 2, 2017

Chairperson Lee, members of the Senate Human Services Committee, I am Rhonda Allery, Director of Lakes Social Service District. (Ramsey and Towner Counties), and a member of the North Dakota County Director's Association. I am providing testimony today in opposition to Senate Bill 2293.

County Social Service Agencies and many other small agencies that employ licensed social workers will be negatively impacted by language in this bill defining "approved supervisor".

4. "Approved supervisor" means an approved clinical supervisor or licensed social worker who has met the qualifications to be a supervisor as determined by the board.

This section of the bill appears to define a supervisor in such a way that only a person approved by The North Dakota Board of Social Work Examiners can supervise social workers in any work setting. The language in this bill would negatively affect the way supervision is currently provided to licensed social workers in smaller agencies across the state. For example, the language in this bill prohibits directors in small agencies from supervising current staff that are Licensed Social Workers.

The County Directors Association would be willing to work with the Board of Social Work Examiners to resolve this issue.

I respectfully ask you to oppose Senate Bill 2293 the way it is currently written.

Rhonda Allery, Director of Lakes Social Service District

SB 2293
Attach #5
2/1

Chairman Lee and Members of the Senate Human Services Committee:

For the record, my name is Bonnie Staiger, Executive Director of the North Dakota Psychological Association. (Lobbyist registration 171) Our organization opposes several changes in social work practice introduced by this bill and asks for further clarifications of other proposed changes.

As many of you know, I'm not a psychologist. I don't even play one on TV. As a result, I am unable to answer your more technical questions but I will make sure to get those answers for you.

First, this bill appears to make a distinction between Counseling (which bachelors trained social workers can do) and Psychotherapy (which only a minimum of masters trained people can do), but it's not well defined. At a minimum, it should have clearer definitions regarding the difference between Counseling and Psychotherapy.

More specifically, this bill appears to allow a person with a bachelor's degree in social work to open a private practice service without any supervision. Yet, they have no specialized course work or training and most importantly a bachelor's degree lacks anything close to the equivalent supervision of hundreds of hours required for a master's degree and thousands required for PhD in psychology, for example.

Next, the bill is unclear in the distinction between the practice of Counseling and Psychotherapy, especially as it relates to those things that are not mental illnesses. No bachelors trained social worker is qualified to treat any of these classifications such as Domestic Violence, Sexual Addiction, Anger Management and Sex Offender Treatment regardless if it is specifically named in the nosology of the DSM. As a public health/safety matter, NDPA has long held that no terminal bachelors trained people in any mental health field should be doing treatment much less in private practice.

However that language might be included in the final bill, we urge you to limit that scope of bachelors trained private practice to case management only, such as: helping people get connected with community resources such as food baskets, apply for low income housing, other social services and mental health referrals, etc.

Lastly, the bill appears to create yet another definition of psychotherapy in conflict with—and codify lower standards than defined in other recognized professions such as the practice acts for psychology, psychiatry, and most likely psychiatric nursing. Is this wise policy and will it create problems in the future? Without that clarity of whose scope of practice this applies—a minimum of master's degree, we oppose inclusion of treatment of mental illness through psychotherapy as defined in this bill.

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2/1

We are all keenly aware of the issues around access to services especially in underserved areas. Together we must also insure the safety of the public and to eliminate confusion among the various fields of service. NDPA has long held our support of rigorous standards for education, training/supervision and licensure across all the fields of behavioral health. As a result, we ask that additional clarifications and amendments be included before this bill moves along its legislative path.

2/1/17 SB 2293 Attachment #6 pg 1

Allison Geroux
416 14th St. NE
Jamestown, ND 58401
701-320-7663
allisongeroux@hotmail.com

January 30, 2017

RE: SB 2293

North Dakota 65th Legislative Assembly
Senate Human Services Committee

Chairman Senator Judy Lee,

Please accept this written testimony on my behalf as a Licensed Certified Social Worker in the State of North Dakota. I respectfully request that this written testimony be considered by the members of the Senate Human Services Committee in support of SB 2293 and that this letter be included in the formal written record for the hearing.

I support SB 2293 for three reasons: mobility, keeping costs low and maintaining high professional standards.

I was born and raised in Jamestown, ND and received my Bachelor's and Master's in Social Work at UND in Grand Forks. Long story short, I moved to Texas for a few years post-graduation. When I looked into returning to live and work in my home state of ND a few years later, the reciprocity requirements were unclear and undefined which hindered my ability to gain employment and sustain the clinical licensure level I had previously met the requirements for in Texas. Instead I was only eligible for licensure at the master's level. My ability to attain the clinical licensure level would have given me the permission to provide independent psychotherapy to the citizens of Jamestown, ND through private practice which is greatly needed in this underserved rural area. The proposed bill clears up the language for licensure by reciprocity and allows for the board to have more latitude when considering licensing social workers from other states. This is a good thing as we need more social workers in this aging, rural state.

The proposed bill also adds fines for violations of the social work laws and recoupment of attorney costs when disciplinary actions go to trial. That is great for the other 2,400 social workers in ND as it helps keep licensure and renewal fees at reasonable levels. Make those that increase costs for the board pay for those costs.

Lastly, the bill consistently reinforces that social workers must be held to a high standard, be competent, meet all requirements before given a license, and continue to demonstrate good moral character to keep that license. This is important to me as I proudly identify myself as a Licensed Certified Social Worker in ND.

Thank you for your consideration and support for SB 2293.

Respectfully submitted,

Allison Geroux

Allison Geroux

2/1/17 SB 2293 Attachment #1 Pg1

ASWB
Association of Social Work Boards

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f / 540.829.0562
info@aswb.org

aswb.org

Date: January 31, 2017

Regarding: SB 2293

To: Members of the Senate Human Services Committee

Attention: Chairman Senator Judy Lee

CC: Vice Chairman: Senator Oley Larsen
Senator Howard C. Anderson, Jr.
Senator Tyler Axness
Senator Dick Dever

Dear Members of the Senate Human Services Committee:

This letter is being submitted by the Association of Social Work Boards (ASWB) to provide information regarding SB 2293. ASWB is the nonprofit organization composed of the social work regulatory bodies of all 50 U.S. states, the District of Columbia, the U.S. Virgin Islands, Guam, Northern Mariana Islands, and all 10 Canadian provinces. U.S. social work licensing boards are responsible for ensuring that the public is protected through regulation of the profession of social work, which includes setting standards for social workers to enter practice, issuing licenses, and enforcing practice standards.

Currently, in the U.S. states and territories, licensure laws differ dramatically. This poses significant legislative, regulatory, and administrative barriers to the provision of social work services. One tool that was developed by members of ASWB and is updated each year to remain current is the Social Work Model Practice Act, or model act. The North Dakota Board of Social Work Examiners (Board) worked diligently to develop the language for SB 2293 and frequently referred to the model act during their work. The model act establishes standards of minimum social work competence, methods of fairly and objectively addressing consumer complaints, and means of removing incompetent and/or unethical practitioners from practice.

The public is well-served by the implementation of the model act in the laws of individual jurisdictions for a number of reasons, the primary one being greater standardization—consistency—of terminology and regulation from jurisdiction to jurisdiction. Greater standardization promotes:

- increased public understanding of social work, which increases public protection
- increased mobility for qualified social workers, which increases access to vital mental health practitioners and services—especially in jurisdictions struggling with workforce shortages
- increased consistency in legal decisions related to licensure, renewal, discipline, and other board activities

A major challenge facing social work regulation today is mobility. Mobility is an important workforce issue for social workers licensed in the United States, as well as a major issue in North Dakota. Social workers practice in hospitals, state and local government, clinics, correctional facilities, schools, military bases, and in private practice among other settings. SB 2293 seeks to address that issue by increasing the similarity of licensure language and requirements to bring North

2/1/17 SB 2293 #7

Dakota's social work legislation in line with other states through use of the model act.

- SB 2293 increases standardization of social work licensing requirements, education, experience, and examination to be more consistent with other U.S. states.

- SB 2293 addresses standardization by modifying the existing license titles to more closely mirror license titles used in other jurisdictions and more clearly identify a social worker's education and experience.
- SB 2293 addresses disaster or emergency response (43-41-02, 7).
- SB2293 expands and modifies language on license transfer (43-41-07) such that license transfer may be streamlined if the social worker is licensed in good standing in another state.
- SB 2293 addresses the mandate for increased use of telemedicine by adding language about electronic social work services (43-41-01, 16), which will support increased use of telemedicine in a regulated manner.
- SB 2293 promotes social work practice mobility and license portability for all social workers wishing to practice in North Dakota, to transfer to another state, or to hold licenses in multiple jurisdictions.

Mobility is also a public protection issue because clients need access to safe, competent social work services whether delivered via technology (telehealth services) or in person. When clients relocate, they often want to maintain services with established providers. The Board's proposed changes to existing language and additional regulation to address telehealth provisions mandated by the Affordable Care Act (ACA) are informed by a national perspective using the model act.

Please feel free to contact ASWB with any questions or clarification.

Respectfully submitted,

Mary Jo Monahan, LCSW

Mary Jo Monahan, MSW, LCSW
Chief Executive Officer

2/1/17 SB 2293 Attachment #8 pg 1

Gmail Donna Peterson

Social Work Licensure North Dakota

5 messages

Donna Peterson Tue, Jan 31, 2017 at 9:20 AM

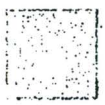
01/31/2017

Senate Human Services Committee
State of North Dakota

Committee Chairperson:

This is written testimony that I am requesting be considered by the members of the Committee in support of SB 2293. I am requesting that this written testimony be included in the formal written record for the hearing. My reason for supporting SB 2293 is as follows:

I attempted to apply for Social work licensing as an LICSW via reciprocity from the state of New York in March 2016. As evidenced by the attached email that was sent to David Rust, this was a long and arduous process for me. To date, I still have not received my licensing as an independent clinical social worker. I am practicing under supervision as a Licensed Certified Social Worker.



Donna Peterson

Donna Peterson 8:48 AM (23 minutes ago) Show details

On Wednesday, June 15, 2016 10:22 AM, Donna Petersor

Let me first introduce myself, my name is Donna Peterson. I have been given your name by my brother-in-law, Keith Daniel, and I am contacting you in hopes that you can give me some assistance in acquiring my social work license here in North Dakota. I was born and raised in ND, graduated from Ray High School, and attended one year of college in Minot before relocating to Michigan, and then on to NY where I have lived and raised my family for the past 24 years. In March of this year, I made the decision to relocate back to ND to live closer to family members here and continue on in my career as a social worker.

I have my Bachelor's and Master's degrees in Social Work and am currently a Licensed Clinical Social Worker, LCSW, in the state of New York, which is the highest level of licensure in NY. I passed the LCSW exam in Sept 2014. This exam is very difficult and required much preparation, including 3 months of intense studying, and required 3.5 hours to complete. Also required was documentation of 2000 hours of

supervision by a psychiatrist or PHD which I fulfilled.

According to the North Dakota Board of Social Work Examiners, NDBSWE, I am able to apply for my license for Licensed Independent Clinical Social Worker, LICSW, in ND through "Reciprocity" because I am currently licensed in another state at this level. The NDBSWE states that for applicants currently licensed in another state: "According to NDCC 43-41-07, a license by reciprocity applicant "may be granted a license upon satisfactory proof to the board that the applicant is licensed in good standing under the laws of another jurisdiction that imposes substantially the same requirements" as North Dakota." However, the NDBSWE has made this an extremely frustrating and nearly impossible process for me.

The Board received my application and fees on 03/28/2016; my background check and fingerprinting information on 04/11/2016; and my licensing information from the New York Social Work Board on 04/19/2016. After several weeks, I began making phone calls to the NDBSWE at 701-222-0255, leaving voice mails requesting a call back. I left numerous messages for several weeks before I received a call back. I finally received a call back from "Nicky", who could only confirm that my paperwork had been received but she had no further information to give me. I continued to call and leave messages, I would have to guess that I have left 15-20 messages to date with very few call backs. Nicky is not a member of the NDBSWE, she informed me that she is office staff, and refused to give me anyone else's name who I could speak with. Finally, she was able to tell me that the Board was meeting on 05/17/2016 and that she would call me and let me know the status of my license after that meeting. I called her back on 05/18 and she could only tell me that when she heard something, she would call me.

I continued to call and leave messages and she finally returned my call and gave me a name and phone number to call. She stated that my application was with the legal department and I could call John Tyler at 701-328-3610. Mr. Tyler returned my phone call on 06/06/2016 and stated that he had my application and would call me back in several days. He called me back on 06/08/2016 and said he had several questions for me. However, I am still unclear on what his questions were, he seemed to be all over the place and not sure of what it was he wanted to know. I think the problem he was having was with

the amount of supervised hours required for my level of licensing in ND. New York requires 2,000 hours of supervision; North Dakota requires 3,000 hours of supervision. I have a documented 2,600 hours of supervision. Mr. Tyler stated that if it were a matter of maybe being short around 250 hours, he could probably approve that. I am lacking 400 hours which is not a whole lot more than the 250 hours he stated he would approve. I asked him 3 times what he wanted me to do to keep the process moving and resolve this problem, however, he could not give me an answer because he just was not sure what to do. Then he suggested that maybe I should just settle for the lower level of licensing, which is totaling unacceptable to me. I have currently been offered a job as a mental health therapist at a new clinic here in Ray and this position requires the highest level of licensing. Not to mention that salaries for the lower level of licensing are substantially less than at my current level.

My Tyler stated that the problem he was having with applying for my license through reciprocity was not just a problem for me, but for anyone applying from then state of NY. In other words, no one from the state of NY can apply for licensure through reciprocity in ND. He ended the phone call by saying that he did not know the solution and that he would have to speak to Nicky, the office worker at the Board, to see how he should proceed.

When I followed up with Nicky the next day and asked what I should do next, she stated that whatever Mr. Tyler said I should do, I should do. When I told her he did not have an answer for me, she replied that she could not really give me any direction because she works in the office and only the Board makes decisions. I asked her for the name and number of someone else to speak to and she would not give one. Her suggestion was maybe I should sit for the exam again which is totally absurd to even suggest that. Or I could wait until the Board meets again in August. As I mentioned previously, I have a very good job offer pending my licensure. The longer this process drags on, the higher the probability that I will lose the opportunity. I need to go to work and would like to do that here in ND.

I apologize for getting so long winded, but as you can tell my level of frustration is very high. My goal was to move back to ND and become a productive member in the workplace. The NDBSWE is making this impossible for me and it seems as though my only option will be to move to

2/1/17 SB 2293 #8 pg 4

another state where I can practice my profession. I thank you in advance for your time and any assistance that you can give me.

Sincerely,

Donna Peterson

As you can see from the above email, this process has been lengthy and near impossible for me. At one point, I seriously considered moving back to New York so that I could continue to practice social work at the level I am competent to practice at. However, I have made the choice to stay here in North Dakota and am hoping that I can help pave the way for others to be able to obtain their social work licensing through reciprocity in North Dakota.

Sincerely yours,

Donna Peterson LCSW

Donna Peterson, LCSW

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2/1/2017 SB 2293 Attachment #9 pg 1

[redacted]

January 31, 2017

RE: SB 2293

North Dakota 65th Legislative Assembly
Senate Human Services Committee

Chairman Senator Judy Lee,

Please accept this written testimony on my behalf as a Licensed Social Worker in the State of North Dakota. I respectfully request that this written testimony be considered by the members of the Senate Human Services Committee in support of SB 2293 and that this letter be included in the formal written record for the hearing.

I support SB 2293 for the following reasons: mobility, and professional accountability.

Mobility: It is the upsurge of the future. As licensed social workers come to North Dakota, bill 2293 would ensure a smooth transition to our state by aligning the levels of licenses with many other jurisdictions across the US and Canada. Potentially increasing the overall number of social workers in our state, enhancing the services provide to the citizens of North Dakota.

Professional accountability: Bill 2293 reinforces that social workers in our state are held to a high standard, [redacted]onstrating a good moral to character to maintain their license. Bill 2293 ensures that if a licensed social [redacted]ker violates any of the standards, laws, ethics he or she will be held accountable for their actions.

Lastly, I have been a LSW in North Dakota since 2000 and was licensed in Minnesota for 19 years. I have served the most vulnerable in each state and will continue to serve. I hold my license in high regard and with your support of SB2293 I believe the citizens of North Dakota can rest assured that they will be treated with respect, care and compassion when receiving services from a licensed social worker.

Thank you for your consideration and support for SB 2293.

Respectfully submitted,

Nichole Fontaine-Vonesh, LSW

[redacted]

Att. 1
S.B 2293
3-8-17

Chairman Weisz and Members of the House Human Services Committee:

For the record, I am David Rust, Senator from District 2 located in NW ND. I'm here to introduce SB 2293. This is an elaborate bill that deals with the regulation of social work, levels of licensure, portability, the Board of Social Work Examiners and their duties, and a number of related topics.

I became interested with reciprocity of social workers when I was contacted by a constituent who was raised in a neighboring town, married, move out of state, was a social worker licensed in NY, returned to her home community in ND after many years, and wanted to be licensed in ND.

The neighboring town had recently opened a rural clinic and was looking to hire a social worker. She thought she was qualified but had issues getting the license she thought she should be able to get. She contacted me. I made a few calls and found the hang up dealt with the lack of supervised hours in an area--resulting in a lower level of licensure than she had in NY. In the end she did get a license at the next lower level with a reasonable path to the license she desired.

I felt her problem was one of reciprocity between states. My thinking centered on, "If you are certified in one state to do something, shouldn't you be certified to do it in ND." We dealt with similar issues in education in ND and it often frustrated administrators.

I was frustrated that 1) a clinic in my area needed a social worker, 2) a social worker moved into our area looking for a job, and 3) there should be a way to get this worked out so we can provide services in an field where shortages abound and people go unserved.

I did have a bill drafted for provisional licensure. In the meantime I became aware of the ND Board of Social Work Examiners doing a re-write of state laws dealing with social workers.

Their liaison in the AG's office, John Tyler, informed me of the work he was doing. Evidently there is a hodgepodge of laws in the nation dealing with social workers, and there is something of a movement to bring some uniformity to this through a national model.

Legislation for ND, adopting much of that national model for social work boards, was in the process of being drafted. I was told that it would increase similarities in the laws of our state and those of other states, which should make it easier for applicants to receive a license through reciprocity. So, I agreed to prime sponsor SB 2293 for them.

I am by no means an expert in this area. I'm not even sure I'm a novice. Those who follow me will give you the details of the bill as well as the benefits of it.

I believe they may also have an amendment to the bill; that has transpired since the bill passed in the Senate.

If you have any questions, feel free to ask. I warn you that I will more than likely refer you to the experts.

Mr. Chairman.

att. 2
SB2293

Human Service Committee

Public Hearing on Senate Bill 2293

March 8th, 2017

Good Morning, my name Heidi Nieuwsma. I am the Chair of the North Dakota Board of Social Work Examiners.

I want to thank Chairman Weisz, and fellow members of the House Human Services Committee for the opportunity to speak to you today about Senate Bill 2293.

Senate Bill 2293 offers the state of North Dakota increased consistency with the laws of many other states, which increases mobility to address workforce shortage issues (and emergency provisions), public protection, and increased use of electronic social work practice (telemedicine).

The North Dakota Board of Social Work Examiners (Board) worked diligently on language for SB 2293. The Board's proposed changes to existing language and additional regulation to address telehealth provisions mandated by the Affordable Care Act (ACA) are informed by a national perspective using the Association of Social Work Boards Model Social Work Practice Act, or model act. The model act establishes standards of minimal social work competence, methods of fairly and objectively addressing consumer complaints, and means of protecting the public from incompetent or unethical practitioners.

The public is well-served by the implementation of the model act in North Dakota for a number of reasons, the primary one being greater standardization—consistency—of terminology and regulation from state to state. Greater standardization promotes:

- increased mobility for qualified social workers, which increases access to vital mental health practitioners and services—especially in areas struggling with workforce shortages
- increased public understanding of social work, which increases public protection
- increased consistency in legal decisions related to licensure, renewal, discipline and other board activities

Workforce shortages have been a major issue in North Dakota. SB 2293 seeks to address that issue by increasing the similarity of licensure language and requirements to bring North Dakota's social work legislation in line with other states through use of the model act.

- SB 2293 increases standardization of social work licensing requirements, education, experience, and examination to be more consistent with other states in the U.S. This increases mobility because obtaining a license by transfer or by "reciprocity" requires that the laws of the two states be substantially similar. New social workers coming to North Dakota will be more likely to have the qualifications for licensure in North Dakota if our laws are similar to the laws of the state where they were licensed. This is because obtaining a license by transfer or by "reciprocity" requires that the laws of the two states be substantially similar.
- SB 2293 addresses standardization by modifying the existing license titles to more closely mirror license titles used in other jurisdictions and more clearly identify a social worker's education and experience. (See Table 1.)
- SB 2293 addresses disaster or emergency response and increases the ability of out of state practitioners to provide care in North Dakota in an emergency (43-41-02, 7; pages 5 and 6 of the bill).

- SB2293 expands and modifies language on license transfer (43-41-07; pages 8 and 9 of the bill) such that license transfer may be streamlined if the social worker is licensed in good standing in another state and either met all the requirements for licensure from this state that were in effect at the time he or she was initially licensed, or had qualifications substantially similar to those required at the time of application in North Dakota when he or she was initially licensed. The proposed amendment would also allow the Board to substitute an applicant's relevant experience for a given qualification for licensure by transfer. This promotes social work practice mobility and license portability for all social workers wishing to practice in our state, to transfer to another state, or to hold licenses in multiple jurisdictions.
- SB 2293 addresses increased use of telemedicine by adding language about electronic social work services (43-41-01(16); page 3 of the bill, and 43-41-18, page 18 of the bill), which will support increased use of telemedicine in a regulated manner.

In closing, licensing boards have been targeted as creating unnecessary barriers. SB 2293 demonstrates that regulatory boards can support greater access to care rather than be a barrier to it. The proposed legislation will position North Dakota as a model state and a state to model when other jurisdictions are considering how to achieve social practice mobility and license portability while serving the board's mission of public protection.

Thank you for your time. I welcome any questions or comments that you may have.

Heidi J. Nieuwsma, Chair
North Dakota Board of Social Work Examiners
P.O. Box 14
Bismarck, ND 58501-0914

Table 1. License title comparisons.		
Current License Title	Proposed License Title	Rationale
Licensed Social Worker	Baccalaureate Social Worker	The new title clearly states education achieved.
Licensed Certified Social Worker	Licensed Master's Social Worker	The current title is confusing from a regulatory point of view because it indicates the license holder is both licensed and certified. The new title is more concise and reflects education level.
Licensed Independent Clinical Social Worker	Licensed Clinical Social Worker	The new title is more familiar to most Americans, it is used commonly for federal social work jobs, and it is familiar to and in use by many third party payers.

Att. 3
SB 2293
3-8-17

PROPOSED AMENDMENTS TO SENATE BILL NO. 2293

Page 1, line 13, after "supervisor" insert "for licensure"

Page 1, line 18, remove ""Approved supervisor" means an approved clinical supervisor for licensed social"

Page 1, removed line 19

Page 1, line 20, remove "5."

Page 1, line 22, replace "6." with "5."

Page 2, line 11, replace " 7. "Case" with "6. "Social work case"

Page 2, line 11, after "services" insert "by a licensed social worker"

Page 2, line 13, replace "8." with "7."

Page 2, line 17, replace "9." with "8."

Page 2, line 19, replace "10." with "9."

Page 2, line 19, after "supervision" insert "for licensure"

Page 2, line 21, after "work" insert "in preparation for the social worker's licensure as a clinical social worker in accordance with the requirements adopted by the board"

Page 2, line 21, remove "continued"

Page 2, line 24, replace "11." with "10."

Page 2, line 26, replace "12." with "11."

Page 2, line 28, replace "13." with "12."

Page 3, line 1, replace "14." with "13."

Page 3, line 5, replace "15." with "14."

Page 3, line 8, replace "16." with "15."

Page 3, line 14, replace "17." with "16."

Page 3, line 16, replace "18." with "17."

Page 3, line 18, replace "19." with "18."

Page 3, line 28, replace "20." with "19."

Page 3, line 29, replace "21." with "20."

Page 4, line 1, replace "22." with "21."

Page 4, line 15, replace "23." with "22."

Page 4, line 17, replace "24." with "23."

Page 4, remove lines 23 through 27

Page 5, line 7, after "licensed" insert "baccalaureate"

Page 5, line 8, overstrike "certified" and insert immediately thereafter "master's"

Page 8, line 4, overstrike "Has passed" and insert immediately thereafter "Passed"

Page 8, line 5, overstrike "Has"

Page 8, line 5, after "~~satisfied~~" insert "Satisfied"

Page 8, line 5, remove the overstrike over "~~the board that within a four-year period the applicant~~"

Page 8, line 6, remove the overstrike over "~~successfully completed three thousand hours of~~" and insert immediately thereafter insert "supervised"

Page 8, line 6, remove overstrike over "~~post-master's clinical social work~~"

Page 8, line 7, remove the overstrike over "~~experience~~" and insert immediately thereafter ". The initial one thousand five hundred of the required hours must have been"

Page 8, line 7, remove the overstrike over "~~under the supervision of a~~"

Page 8, line 7, remove the overstrike over "~~clinical social worker,~~"

Page 8, line 8, after "~~if~~" insert ". Additional hours of supervision may be under other qualified mental health professionals approved by the board if barriers due to the geographical location, disability, or other factors determined by the board to create a hardship exist for the applicant. The qualified professional must be

registered or otherwise qualified as a clinical supervisor by the board that licenses the other professional. However, if"

Page 8, line 8, remove the overstrike over "~~an applicant began~~"

Page 8, line 8, remove the overstrike over "~~supervised~~" and insert immediately thereafter "post-master's"

Page 8, line 8, remove the overstrike over "~~clinical social work experience before~~"

Page 8, line 9, remove overstrike over "~~August 1, 2009, a~~"

Page 8, line 9, after "~~certified~~" insert "master's"

Page 8, line 9, remove the overstrike "~~social worker who has two years of~~"

Page 8, line 10, remove the overstrike

Page 8, line 11, remove the overstrike over "~~psychiatrist~~" and insert immediately thereafter "may have supervised the required hours."

Page 8, line 11, remove "completed supervised practice approved by the board or"

Page 8, line 12, replace "demonstrated" with "The applicant may demonstrate"

Page 9, line 7, after the period insert "The Board may determine that an applicant for licensure under this section possesses qualifications or experience in the practice of social work that meets or exceeds the minimum requirements for licensure of the board."

Page 11, line 16, replace "Shall" with "May"

Page 12, line 19, replace "Shall" with "May"

Page 12, line 30, after "practice" insert "for licensure"

Page 13, line 1, after "supervisors" insert "for licensure"

Page 13, line 2, after "programs" insert "for licensure"

Page 14, line 4, remove "improper or"

Page 14, line 4, after the second "or" insert "intentionally or with gross negligence"

Page 16, line 10, after "licensed" insert "baccalaureate"

Page 16, line 10, after "~~certified~~" insert "master's"

Page 17, line 1, remove "by the board"

Page 17, line 2, after "work" insert "by holding themselves out as a social worker and practicing within the scope of practice of a licensed social worker"

Page 17, line 2, after "a" insert "civil"

Page 17, line 5, replace "attorney's" with "attorneys'"

Page 17, line 5, after the period, insert "The hearing shall be held before the office of administrative hearings acting on behalf of the board under chapter 28-32. The administrative law judge shall make a final decision. The final decision may be appealed to the district court under chapter 28-32."

Page 17, line 13, after the sixth comma, insert "social work"

Page 17, line 25, after the fourth comma, insert "social work"

Page 17, line 28, after "Under" insert "the"

Page 17, line 28, replace "as provided in this chapter" with "of a clinical social worker"

Page 18, line 7, after the first comma insert "social work"

Page 18, line 17, remove "baccalaureate social work, master's social work, or clinical"

Page 18, line 18, replace "this state" with "North Dakota"

Page 18, line 21, remove "baccalaureate social work, master's social work, or clinical"

Page 18, line 22, replace "this jurisdiction" with "North Dakota"

Page 20, line 26, after "exempt" insert "and not subject to section 44-04-18 or section 6 of article XI of the Constitution of North Dakota"

Renumber accordingly

#1
3/22/17
SB 2293

Talking points for 2293

We oppose the bill in the original form. If the amendments are accepted then we are neutral on the bill because of the following concerns:

1. In Century Code this is 5 pages long. The bill is 20 pages. This is not a clean-up or just a bill to allow social worker licenses to be accepted from other states. This is a total rewrite of the duties, jurisdiction and powers of this regulating licensing board.
2. This entire rewrite of the board's powers was done without any input for any stakeholders that hire social workers. The amendments make the bill better and we are glad the licensing board was willing to accept them.
3. This bill is modeled after national licensing board's template and it is hoped that all states will pass similar legislation so that transfers of licenses will be made easily. Is this really a good fit in North Dakota? Other licensing boards have done studies before asking for a Century Code change.
4. The reciprocity potion of the bill (page 8 line 24) is about ¼ of a page long and does not change what has been strikethrough. Reciprocity will be dependent on how many states pass the same law and no testimony was given on how many that is.
5. This bill changes the licenses board from title protected to being duty protected.
6. Allows the board to be paid for investigations at the workers expense.

#2
SB 2293
3/22/17

PROPOSED AMENDMENTS TO SENATE BILL NO. 2293

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Page 20, line 26, after "exempt" insert "and not subject to section 44-04-18 or section 6 of article XI of the Constitution of North Dakota"

Renumber accordingly

#3 3/22/17
SB 2293

Further Proposed Amendments to SB 2293

**applicable in conjunction with the proposed amendments made by the ND Board of Social Work Examiners.*

Page 2, lines 11-12: Remove

Page 3, lines 5-7: Remove

Page 10, lines 28-31: Remove

Page 11, lines 1-5: Remove

Page 11, lines 6-13: Remove (note: these are duplicative of page 10 lines 28-31 and page 11 lines 1-5)

Page 11, lines 16-20: Remove

Page 13, lines 3-13: Remove

Page 17, line 12: Insert a period (.) after the phrase *generalist practice*.

Page 17, line 12: Remove the phrase *that includes*

Page 17, line 13-16: Remove

Page 17, line 24: Insert a period (.) after the phrase *advanced practices skills*.

Page 17, line 24: Remove the phrase *in the areas of assessment, treatment*

Page 25-27: Remove

Page 18, line 6: Remove the phrase *in the areas of assessment, treatment planning,*

Page 18, line 6: Insert comma after the phrase *advanced clinical skills*

Page 18, lines 7-9: Remove

Page 18, line 10: Remove the phrase *activities, and*

Page 18, line 11: Remove the phrase *Treatment methods include the provision of individual, marital*

Page 18, line 12: Remove the phrase *couple, family and group counseling, and psychotherapy*.

Line 18, line 13: Insert after the phrase *clinical supervision* the words, *and psychotherapy*.

Re-number accordingly.