HOUSE COMMITTEE ON

HEALTH AND HUMAN SERVICES

February 16, 2005 Hearing Room D

8:30 A.M. Tapes 27 - 30

MEMBERS PRESENT: Rep. Billy Dalto, Chair

Rep. Bob Jenson, Vice-Chair

Rep. Carolyn Tomei, Vice-Chair

Rep. Gordon Anderson

Rep. Deborah Boone

Rep. Tom Butler

Rep. Mitch Greenlick

GUEST MEMBERS: Rep. Diane Rosenbaum

Sen. Joanne Verger

Sen. Kate Brown

Rep. Arnie Roblan

STAFF PRESENT: Sandy Thiele-Cirka, Committee Administrator

Pamella Andersen, Committee Assistant

MEASURES/ISSUES HEARD:

HB 2497 and HB 2498 - Public Hearing

HB 2497 - Work Session

HB 2498 - Work Session

These minutes are in compliance with Senate and House Rules. <u>Only text enclosed in quotation marks reports a speaker's exact words.</u> For complete contents, please refer to the tapes.

TAPE/#	Speaker	Comments	
TAPE 27, A			
004	Chair Dalto	Calls the meeting to order at 8:37 a.m. Opens the public hearing on HB 2497 and HB 2498.	
hb 2497 aı	nd HB 2498 – PUBLI	<u>C HEARING</u>	
029	Chair Dalto	Reports these bills are up for reauthorization this year. Discusses anniversary date and elaborates on health insurance mandates.	
045	Rep. Greenlick	Asks about proposed amendments being developed.	
047	Chair Dalto	Explains one resolves the sunset and the other expands the ages covered. Notes he has received approval to remove the subsequent referral to Ways and Means. Notes and additional amendment will be addressed on the Senate side.	
072	Rep. Diane Rosenbaum	House District 42. Supports HB 2497 and HB 2498. Submits and reviews written testimony (exhibit a). States these bills relate to basic women's preventive health care. Notes the value in detecting cancers when they are treatable and less costly. Addresses the -1 and -2 amendments.	
150	Rep. Greenlick	Assumes this service is covered by insurance and questions if the purpose is extra payments for the clinical breast exam.	
155	Rep. Rosenbaum	States the purpose is to meet the need for a thorough physical breast exam.	
174	Sen. Joanne Verger	Senate District 5. Relates her personal story of mammogram screening, breast exam and two malignant tumors found and resolved. Notes early detection is critical. Reads a note from her	

mammogram technician.

217	Sen. Kate Brown	Senate District 21. Provides statistics revealing the need for exams. States the six-year provision is unnecessary.
266	Rep. Arnie Roblan	House District 9. Offers parental perspective. Relates personal experience with his adult daughter's cancer.
343	Elizabeth Steiner, MD	Oregon Health Sciences University (OHSU). Supports HB 2498. Submits and reviews written testimony (exhibit b). States breast exams are needed every year, but are usually only offered with pap exams, which are conducted on alternating years. Notes frequency of false negatives in mammography if a clinical breast exam (CBE) does not accompany it. Explains the approach of insurance companies in paying/not paying for CBE's, and the need to bill them separately. Recommends added language relating to the quality of the exam.
TAPE 28, A		
016	Rep. Greenlick	Share personal experience with breast cancer in his family. Requests clarification this is an extra procedure, and therefore an extra fee.
040	Steiner	Confirms the request is for a separate fee. Notes CBE alone is not considered routine women's health care. Relates time is the second issue, as this technique is time consuming.
070	Rep. Butler	Questions the procedures involved, as testimony from the insurance industry indicated a net cost of zero or less. Asked about false negative test results.
088	Steiner	Disagrees with insurance industry report, as doctors bill for their time and this exam is time-intensive. Reports some false negatives can be caught very early, but that is more difficult in younger women.
161	Rep. Butler	Asks if the exam is different from mammography, and for the success rate.

170 Steiner References articles in (exhibit a), noting even prior to training there is an increase of 10 percent detection.

Rep. Butler

States he would like the insurance industry to explain which procedure it presently reimburses, which it recommends, and which

has the best success ratio.

195

210	Steiner	Clarifies mammography is not as effective in younger women, but both are necessary. States all women need to be given the best chance.
212	Rep. Greenlick	Explains the number of cancers revealed through exam beyond those revealed by mammography increases based on age group.
262	Chair Dalto	Comments his understanding is that CBE's are already being performed, the insurance industry is reimbursing, but a mechanism is needed to increase efficacy, that will allow full reimbursement. HB 2498 appears to codify what the insurance industry is already doing.
298	Steiner	Explains CBE is part of the existing exams, but younger women do not require annual gynecological exams. Says providers need the ability to bill for an annual breast exam, not just a mammogram. Comments those whose body type requires more time for the exam are not getting a quality, in-depth exam.
342	Chair Dalto	Questions why a clinician would do an inadequate exam.
344	Steiner	Elaborates on the details of an exam, noting the system is set up against it and the physician is short-changed.
391	Chair Dalto	Asks about the ability to consolidate the front-end process of exam.
399	Steiner	Notes steps that have been taken and the governing board requirements for the interview process.
419	Chair Dalto	Clarifies question.
421	Steiner	Lists questions asked before the physician connects with the patient. Mentions electronic updating of records.
454	Rep. Boone	Comments on personal friend role of the physician and the freedom to speak of certain issues that take time. Asserts human mental touch is essential.

TAPE 27, B

019 Rep. Butler

Requests information on	costs, professional liability insurance and
boundary zone violations	s. Relates personal issues with his wife's
diagnosis.	

061	Steiner	Addresses boundary issues. Discusses clinician training procedures, chaperones for male physicians, and the necessity of clear documentation of findings.
097	Rep. Tomei	Asks if the bill would require additional training for all physicians.
100	Steiner	States financial incentives can be offered for training, adding some groups underwrite training costs of \$350 per clinician.
120	Rep. Tomei	Asks what the extended exam would reveal that a traditional exam would miss.
127	Steiner	Believes if this is done before mammography it would detect 20-25 percent of the cases.
135	Rep. Tomei	Asks if other states mandate this exam.
136	Steiner	States Oregon would be the leader.
140	Rep. Anderson	Inquires if pap smears are annual, and if a mammogram is less effective than CBE.
144	Steiner	Replies pap smears are annual, and both mammography and CBE are better in combination, as age group impacts effectiveness.
155	Rep. Anderson	Requests incidence of disease under age 45.
158	Steiner	States incidence is increasing and is presently about 1 in 500.
164	Rep. Anderson	Suggests exam interview questions be taken by an assistant.
172	Steiner	Reports people share less information with an assistant.
242	Kathryn Selnes	Cancer Survivor. Supports HB 2497 and HB 2498. Submits and reviews written testimony (Exhibit c), relating her personal cancer experience. Notes time is required for doctors to educate patients.

354	Sylvia Loftes	Marion County Legislative Action Team, Planned Parenthood. Supports HB 2497 and HB 2498. Relates her 30-year-old friend's cancer experience.
396	Sharon Brenner	Planned Parenthood Advocates of Oregon. Supports HB 2497. Submits and reviews written testimony (exhibit d).
452	Charlene Andrews	Stage IV Cancer Survivor. Supports 2497 and 2498. Submits and reviews written testimony (exhibit e) and self-exam brochure (exhibit e).

TAPE 28, B

002	Andrews	Continues testimony.
055	Laura Bridges	NARAL Pro-Choice Oregon. Supports HB 2497. Submits and reviews written testimony (exhibit f), noting support for all preventive measures.
065	Kappy Eaton	Governance Coordinator, League of Women Voters. Supports HB 2797 and HB 2798. Submits and reviews written testimony (exhibit g).
110	Linda Teal	Cancer Survivor. Submits and reviews written testimony (exhibit h) relating personal experience with the disease.
118	Judith Foreman	Cancer Survivor. Submits and reviews written testimony (exhibit I) relating her personal experience with the disease. Comments on her fight with her insurance company, her personal experience with brief and ineffective clinical exams, and the need for education among the 18-year-old group.
213	Marcia Kelley	Oregon Women's Rights Coalition. Supports HB 2497 and HB 2498. Mentions breast cancer is also detected in men.
241	Ann Blaker	Susan G. Komen Breast Cancer Foundation. Supports HB 2497 and HB 2498. Notes Oregon has been a leader in education in this subject. Relates while there has been an increase in the breast cancer rate, the mortality rate has been reduced.

		Cancer Survivor. Supports HB 2497 and HB 2498. Relates personal experience and experience of friend, noting both their cancers were found differently.	
333	Joanne Rogovoy	State Program Director, March of Dimes. Supports HB 2497. Submits and reviews written testimony (exhibit j). Notes pregnancy and pre-natal care costs preclude some from receiving care. Provides details on impact of low birth weight babies due to lack of pre-natal care.	
376	Lupita Salazar Letscher	Yakima Valley Farm Workers Clinic. Supports HB 2497. Submits and reviews written testimony (Exhibit k). Addresses pre-natal needs and services.	
412	Elizabeth Kortenhof	Cancer Survivor. Supports HB 2497 and HB 2498. Submits and reviews testimony (Exhibit I) relating her personal experiences with undetected cancer during her pregnancy and the return of the cancer later in life. Notes the positive impact of more thorough exams.	
TAPE 29,	A		
015	Jeanne Giles Hackney	Cancer Survivor. Supports HB 2497 and 2498. Submits and reviews written testimony (exhibit m) of her personal experience with cancer, noting only 5 percent of patients are under 40, and a greater percentage of those die.	
055	Kathleen Birch	Cancer Survivor. Supports 2497 and HB 2498. Submits and reviews written testimony (exhibit n), reiterating the value of self-examination.	
075	Carol Robinson	Oregon Business Association. Supports HB 2497. Submits and reviews (exhibit o), encouraging prevention. Comments on the expense in treating metastasized breasts and the costs associated with the results of poor pre-natal care.	
129	Chair Dalto	Closes the public hearing on HB 2497 and HB 2498. Opens a work session on HB 2497.	
hb 2497 – work session			
138	Holly Robinson	Legislative Counsel Office. Clarifies relating to clauses and the differences between the two bills.	

192	Rep. Butler	Requests clarification on removal of the sunset provisions.		
213	Robinson	Confirms and explains compilation procedure.		
235	Rep. Tomei	MOTION: Moves HB 2497 to the floor with a DO PASS recommendation and the SUBSEQUENT REFERRAL to the committee on Ways and Means BE RESCINDED.		
255		VOTE: 7-0-0		
	Chair Dalto	Hearing no objection, declares the motion CARRIED.		
		REP. DALTO will lead discussion on the floor.		
268	Chair Dalto	Closes the work session on HB 2497. Opens a work session on HB 2498.		
<u>hb 2498 – </u>	<u>hb 2498 – work session</u>			
291	John Powell	Insurance Panel – Regence Blue Cross, Blue Shield of Oregon. Relates his personal family experiences with cancer. States the question is reimbursement for a breast exam absent the remainder of the annual exam.		
320	Rep. Greenlick	Requests clarification that the bill would require the exam be covered with or without the full exam.		
324	Powell	Confirms yes. States the issue is of separate billing being possible.		
337	Pam Lowly	Insurance Panel – Regence Blue Cross, Blue Shield of Oregon. Reports there is a billing issue, as there is currently no code to identify the service. Notes the association is developing a temporary code to cover the exam, and is requesting a permanent code be established. Clarifies she has no objection to this bill.		
365	Rep. Butler	Asks if Oregon is the first to request this.		
370	Lowly	States she is unsure, but codes are national, so if a statute requires it, the statute can't be enforced until the national association develops a code.		

379	Rep. Butler	Asks about frequency allowed by insurance industry.
394	Lowly	Reports there should be no cost impact, as this is a service being provided. Says if a member's physician recommends a breast exam outside the annual exam as medically necessary, it is the company's standard practice to cover the cost.
405	Rep. Butler	Questions -2 amendment (exhibit p) age changes.
414	Lowly	Reiterates if a provider believes it is a necessary service to a member, the company provides it.
420	Chair Dalto	States the committee will not be adopting the -2 amendments, as they would require a referral to Ways and Means. Says that will be addressed by the Senate.
436	Erica Hatfield	Insurance Panel - PacifiCare Health Systems. Reports -1 amendments address definition of Clinical Breast Exam (CBE) (exhibit q).
449	Chair Dalto	Concludes the insurance industry does not appear to object.
456	Rep. Tomei	MOTION: Moves to ADOPT HB 2498-1 amendments dated 2/14/05.
466		VOTE: 7-0-0
	Chair Dalto	Hearing no objection, declares the motion CARRIED.
472	Rep. Tomei	MOTION: Moves HB 2498 -1 to the floor with a DO PASS AS AMENDED recommendation and the SUBSEQUENT REFERRAL to the committee on Ways and Means BE RESCINDED.
TAPE 30, A		
012	Rep. Butler	Expresses the following concerns:

There should be a greater emphasis on self-examination;
A greater level of professional liability could be created based on a higher level of expected discovery; and

• There may be boundary and zone violation issues during examinations.

States administrative rules need to be adopted to protect the professional clinicians. Comments on the billing codes and inquires if Oregon is the only state to need this.

036 VOTE: 7-0-0

Chair Dalto Hearing no objection, declares the motion CARRIED.

The following prepared testimony is submitted for the records without public testimony:

	Risa Cromer	Citizen. Submits written testimony on behalf of Vanessa Nordyke in support of HB 2497 (exhibit r).
	Courtni Dresser	Government Relations Director, American Cancer Society. Submits written testimony in support of HB 2497 and HB 2498 (exhibit s).
	Jim Welsh	Oregon State Grange. Submits written testimony in support of HB 2497 and HB 2498 (exhibit t).
051	Chair Dalto	Closes the work session on HB 2498. Adjourns the meeting at 11:05 a.m.

EXHIBIT SUMMARY

- A. HB 2498, written testimony, Rep. Diane Rosenbaum, 1 p
- B. HB 2498, Elizabeth Steiner
 - written testimony, 2 pp
 - Incremental Contribution of Clinical Breast Examination, report, 5 pp
 - Clinical Breast Examination: Practical Recommendations, article, 18 pp
 - Performance and Reporting of Clinical Breast Examination, article, 17 pp
- C. HB 2497, HB 2498, written testimony, Kathryn Selnes, 2 pp
- D. HB 2497, written testimony, Sharon Brenner, 1 p
- E. HB 2497, HB 2498, Charlene Andrews,
 - written testimony, 3 pp
 - Breast Self-Examination, brochure, 2 pp
- F. HB 2497, written testimony, Laura Bridges, 1 p
- G. HB 2497, HB 2498, written testimony, Kappy Eaton, 2 pp
- H. HB 2497, HB 2498, written testimony, Linda Teal, 1 p

- I. HB 2497, HB 2498, written testimony, Judith G. Foreman, 1 p
- J. HB 2497, written testimony, Joanne Rogovoy, 3 pp
- K. HB 2497, written testimony, Lupita Salazar Letscher, 1 p
- L. HB 2497, HB 2498, written testimony, Elizabeth Kortenhof, 1 p
- M. HB 2497, HB 2498, written testimony, Jeanne Giles Hackney, 2 pp
- N. HB 2497, HB 2498, written testimony, Kathleen Birch, 1 p
- O. HB 2497, written testimony, Carol Robinson, 1 p
- P. HB 2498, -2 amendments, staff, 1 p
- O. HB 2498, -1 amendments, staff 1 p
- R. HB 2497, written testimony, Risa Cromer, 1 p
- S. HB 2497, HB 2498, written testimony, Courtni Dresser, 4 pp
- T. HB 2497, HB 2498, written testimony, Jim Welsh, 1 p

MEMBERS PRESENT: Rep. Billy Dalto, Chair

Rep. Carolyn Tomei, Vice-Chair

Rep. Gordon Anderson

Rep. Deborah Boone

Rep. Mitch Greenlick

MEMBERS EXCUSED: Rep. Bob Jenson, Vice-Chair

Rep. Tom Butler

STAFF PRESENT: Sandy Thiele-Cirka, Committee Administrator

Pamella Andersen, Committee Assistant

MEASURES/ISSUES HEARD:

HB 2103 – Public Hearing

HB 2105 – Public Hearing

HB 2177 – Public Hearing

HB 2201 – Public Hearing

HB 2053 – Public Hearing

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TAPE/#	Speaker	Comments	
TAPE 25 ,	, A		
004	Chair Dalto	Calls the meeting to order at 9:15 a.m.	
008	Rep. Tomei	Introduces a visiting governmental leader from Alsace, France.	
017	Chair Dalto	Opens the public hearing on HB 2103.	
<u>HB 2103 -</u>	– public hearing		
022	Jim Markee	Oregon Board of Cosmetology. Supports HB 2103. Reports the bill makes needed changes to the statute, and he is not aware of any opposition.	
030	Susan Wilson	Director, Health Licensing Office (HLO). Supports HB 2103. Submits and reviews (exhibit a) explaining the function of the agency, and notes the purposes of the bill. Mentions the regulatory streamlining charge from the Governor and their response to that charge. Notes the proposed amendment is to align a number of statutes connected to this bill.	
061	Chair Dalto	Asks Wilson if she is familiar with the Rep. Krummel's amendment regarding athletic trainers, and if it is appropriate in this bill.	
062	Wilson	Believes Rep. Krummel has been working with Legislative Counsel, and they have amended that feature to another bill. Notes they have no objection to that amendment being included with this bill if the committee chooses.	
072	Chair Dalto	Closes the public hearing on HB 2103. Opens the public hearing on HB 2105.	
HB 2105 – public hearing			
081	Susan Wilson	Director, HLO. Supports HB 2105. Submits and reviews (exhibit b) which explains the intent of the bill, part of which is to change the	

term, "facial technology" to a national standard term of "esthetics"
and to remove the 1987 barrier of work only up to the 7th vertebrae.
Notes the bill will align public policy with the work the licensees are
educated and trained to provide. States the Department of Education
regulates the schools and sets core competencies for the practice of
cosmetology.

137	Rep. Greenlick	Inquires regarding the origin of the term "esthetics."
147	Wilson	Replies it is an internationally recognized term.
153	Chair Dalto	Asks if there is an amendment to the bill.
155	Wilson	Responds affirmatively and notes it is not ready, but addresses rule authority needed relative to exceptions for nursing homes and hospitals.
163	Chair Dalto	Requests clarification on the nature of the concerns with the bill.
166	Markee	Responds the model that was created is one of the best, however, scope-of-practice issues raise concerns, as there will be overlap within certain licensed professions. Notes Ms. Wilson moved cautiously, meeting with stakeholders. Relates the Board of Massage continues to have concerns, although they don't object to this bill, with the greatest concern being matching education with what the license allows (exhibit c).
280	Michael Dukart	Citizen. Submits written testimony of Anne Williams on her behalf (exhibit d), which opposes HB 2105.
302	Chair Dalto	Notes receipt of testimony of Catherine Law by email (exhibit e).
304	Jacqueline McCal, LMT	Citizen. Opposes HB 2105. Submits and reviews (Exhibit f) reporting the education level of facial technologists doesn't prepare them in health safety of their clients if they perform body wraps. Requests education and scope of training match. Submits written testimony on behalf of Stephanie Manriquez (exhibit g).
333	Rep. Tomei	Asks if McCal is aware of anyone who has suffered from an inappropriate body wrap.
336	McCal	Responds, no.

340	Jennifer Brady, LMT CMMT	C,Oregon Chapter, Medical Massage Therapists Association (MMTA). Opposes HB 2105. Reports she is aware of someone who has suffered from an inappropriate body wrap. States the need to take proper medical histories, and be educated to interpret them before performing a body wrap.	
372	Chair Dalto	Requests clarification of a body wrap and who can perform it.	
374	Brady	Submits and reviews (exhibit h), which answers those questions and elaborates on the need to address specifically, increasing skin surface area on which estheticists can work.	
420	Chair Dalto	Requests Brady clarify where this bill says facial estheticians can do body wraps.	
425	Brady	Cites Section 1 (7) (d). Expresses concern with the extension of scope listed in Section 1 (13) (b). Clarifies difference between skin beautification and physiological therapies.	
474	Rep. Greenlick	Questions whether body wraps are presently being done by licensed massage therapists, and if there are current statutes that restrict this activity to certain occupations.	
480	Brady	Notes she believes body wraps should only be performed by licensed massage therapists, although that does not appear to be reality.	
TAPE 26, A			
024	Rep. Tomei	Inquires about the definition of a medical massage therapist, and the education requirements.	
028	Brady	Defines occupation as a therapist licensed to work with a physician under prescription with the purpose of rehabilitating the body tissues. Explains 250 hours plus two years further experience are required to qualify.	
033	Chair Dalto	Asks whether a facial estheticist can currently perform a body wrap. Recommends a separate bill to address concerns.	
065	Diana Nott	Director of Operations, Oregon School of Massage. Opposes HB 2105. Submits and reviews (exhibit I), and submits (exhibit j) on	

		behalf of Jill Stanard, ND. Addresses physiological and ethical concerns.		
098	Rep. Tomei	Requests additional information on the dangers of body wraps.		
105	Rep. Anderson	States if the issue goes beyond skin care to the tissue, he would like to see more education, specialization, and limitation of licenses in this area.		
114	Chair Dalto	Closes the public hearing on HB 2105. Opens the public hearing on HB 2177.		
HB 2177 – public hearing				
115	Thiele Cirka	Summarizes the bill.		
126	Patrick Allen	Office of Regulatory Streamlining. Supports HB 2177. Notes the value of having license expirations governed by rule rather than statute, allowing renewals by birth month.		
146	Jon Langenwalter	Administrator, Board of Clinical Social Workers. Supports HB 2177. Submits and reviews (exhibit k), explaining the value of an even workload and cash flow.		
177	Allen	Mentions improved customer service.		
187	Rep. Anderson	Expresses concern with the distinction between the Licensed Clinical Social Workers and Licensed Professional Counselors, and the ability to gain compensation through insurance companies, particularly for those willing and able to serve rural communities.		
226	Chair Dalto	Closes the public hearing on HB 2177. Opens the public hearing on HB 2201.		
HB 2201 – public hearing				
233	Patrick Allen	Office of Regulatory Streamlining. Supports HB 2201. Relates the bill is similar to HB 2177.		
237	Julia Cooley			

Administrator, Board of Licensed Professional Counselors and			
Therapists. Supports HB 2201. Submits and reviews (exhibit I)			
noting the bill is the same as HB 2177, only for a different board.			

Vice-Chair Tomei Closes the public hearing on HB 2201. Opens the public hearing on HB 2053.

HB 2053 – public hearing

260	Sandy Thiele Cirka	Summarizes the bill.
276	John Fletcher	Legislative Coordinator, Oregon Department of Housing and Community Services. Supports 2053. Submits and reviews (exhibit m) noting the two changes the bill accomplishes:
		 Renames the Commission to preserve the legal name, and provide a simpler name for the public; and Adds two members to comply with federal requirements.
327	Rep. Greenlick	Asks the impact if another name were used.
328	Eric Chambers	Commissioner, Oregon Commission for Voluntary Action and Service. Reports they are interested in the ability to brand themselves – to offer a memorable name people can use to refer to them.
353	Fletcher	Notes the Commission held a number of meetings to discuss the choice of name, and determined they did not want to lose the existing name recognition, and recognized the need to remain consistent with other states.
351	Rep. Greenlick	Requested a list of names used by the other 50 states.
392	Chambers	Supports HB 2053; Submits and reviews (exhibit n) elaborating on the desired name recognition and branding, and the request to reinsert the missing "!" in Oregon Volunteers!
462	Rep. Tomei	Notes she received a phone call from former Representative Ralph Brown in support of this bill.
467	Chair Dalto	Closes the public hearing on HB 2053. Adjourns the meeting at 10:14 a.m.

EXHIBIT SUMMARY

- A. HB 2103, written testimony, Susan K. Wilson, 8 pp
- B. HB 2105, written testimony, Susan K. Wilson, 8 pp
- C. HB 2105, letter to Patty Glenn, Susan K. Wilson, 4 pp
- D. HB 2105, written testimony of Anne E. Williams, Jennifer Brady, 2 pp
- E. HB 2105, email in opposition, Catherine Law, Rep. Billy Dalto, 1 p
- F. HB 2105, written testimony, Jacqueline McCal, 1 p
- G. HB 2105, written testimony of Stephanie Manriquez, AAS, LMT, Jacqueline McCal, 1 p
- H. HB 2105, written testimony, Jennifer Brady, 3 pp
- I. HB 2105, written testimony, Diana Nott, 2 pp
- J. HB 2105, written testimony of Jill Stanard, ND, Diana Nott, 1 p
- K. HB 2177, written testimony, Jon Langenwalter, 9 pp
- L. HB 2201, written testimony, Julia Cooley, 7 pp
- M. HB 2053, written testimony, John Fletcher, 1 p
- N. HB 2053, written testimony, Eric Chambers, 5 pp