

HOUSE COMMITTEE ON
LABOR

Hearing Room D
Tapes - 35

MEMBERS PRESENT:

Rep. John Watt, Chair
Rep. Lee Beyer, Vice-Chair
Rep. Kate Brown
Rep. Chuck Carpenter
Rep. Mike Fahey
Rep. Lynn Lundquist
Rep. Lynn Snodgrass

MEMBER EXCUSED:

STAFF PRESENT:

Aaron Felton, Committee Counsel
Paula Gilmer Purcell, Committee Assistant

MEASURES HEARD:

Public Hearing on House Bill 2543
Public Hearing and Possible Work Session on House Bill 2237

These minutes contain materials which paraphrase and/or summarize
statements made during this session. Only text enclosed in quotation marks

report a speaker's exact words. For complete contents of the proceedings,
please refer to the tapes.

TAPE , SIDE A

03 CHAIR WATT: Brings Meeting to order at 1:35pm.

Public Hearing and Work Session on House Bill 2237

Witnesses: Representative Dennis Luke
Chris Davie, SAIF Corporation
Bob Shiprack, Oregon Building Trades Council
Tom Kelly, Construction Contractors Board
Kim Mingo, Associated General Contractors
Fred Van Natta, Oregon State Home Builders Association
Mary Mann, Independent Contractors of Oregon
Charles Bronson, Independent Contractors of Oregon
Jim Hoover, Independent Contractors of Oregon
Bonnie Sullivan, Independent Contractors of Oregon

15 REPRESENTATIVE DENNIS LUKE , SPONSOR OF HOUSE BILL 2237: Testifies in
favor of House Bill 2237. Submits amendments to the bill [EXHIBIT A].

15 CHRIS DAVIE, SAIF CORPORATION: Testifies in favor of House Bill 2237.

18 REP. LUKE: Chris brought these amendments to us during the work session.

21 DAVIE: They are just technical amendments. Begins to describe each
amendment.

33 CHAIR WATT: Chris could you explain these again.

34 DAVIE: Discusses each of the amendments he has proposed.

69 REP. LUKE: Mr. Chair, would you like for me to have these drafted?

70 CHAIR WATT: Please, have them drafted as sub one.

73 REP. BEYER: Is the effect of this bill to say that two people can work
together if they are family members only?

78 REP. LUKE: Responds.

97 REP. BROWN: We received a letter from the Oregon Department of Consumer
and Business Services regarding section three, sub-section twenty-four,
lines thirty through thirty-six regarding Senate Bill sixty-three wondering
if the language in House Bill 2237 is consistent with the Senate Bill.

103 REP. LUKE: Senate Bill sixty-three deals with limited liability in
partnerships. We were not sure if the Contractors Board could register

them or not.

107 MOVES: REP. BEYER: Moves the conceptual adoption of the amendments as proposed.

117 MOTION: CHAIR WATT: Rep. Beyer conceptually moves the adoption of these amendments. We will have other people to come up and talk about these. We

a are doing this for simplicity of getting a fiscal statement so we can have engrossed bill in front of us next time.

119 VOTE: Hearing no objections the Amendments are passed.

122 REP. SNODGRASS: I have never voted on a conceptual before, what does it mean.

123 CHAIR WATT: Explains.

130 BOB SHIPRACK, OREGON BUILDING TRADES COUNSEL: Testifies against House Bill 2237. Hands out [EXHIBIT B]. to the committee.

157 ORS 656.029, The department objects to the language in section one, sub three, lines twenty-two through twenty-five of House Bill 2237. I share the departments concern.

175 Uses the Public Service Building re-model as an example, they had twenty-seven sheet rockers and drywall tapers working at the same time.

206 When work commences and the Board figures out what your classification is. If this changes during the job and there is a claim, it stays with the sub-contractor.

242 How can the Board know when the sub-contractor hires an employee?

258 CHAIR WATT: Have you worked with Representative Luke on this?

265 REP. LUKE: I feel this section needs to be left in.

289 TOM KELLY, CONSTRUCTION CONTRACTORS BOARD: Testifies against House Bill 2237.

300 The Independent contractor sometimes need people to physically help them.

319 KIM MINGO, ASSOCIATED GENERAL CONTRACTORS: Testifies in favor of House Bill 2237.

348 MARY MANN, INDEPENDENT CONTRACTORS OF OREGON: Testifies against House Bill 2237, speaking from written testimony [EXHIBIT C]. Also provides the committee with a copy of the Court of Appeals brief their organization has filed [EXHIBIT D].

419 Explains the language of the Appeals Brief, [EXHIBIT D].

456 Representative Mary Alice Ford is against the bill.

460 REP. LUKE: Is that a direct quote?

463 MANN: No.

TAPE 31, SIDE A

41 This bill does not protect consumers.

67 Objects to the fines in the bill.

105 Does Tom Kelly not want more people in the business because of competition?

143 Says the Board is wrong on who is exempt as a contractor.

163 Please do not pass this bill.

160 JIM HOOVER, INDEPENDENT CONTRACTORS OF OREGON: Testifies against House Bill 2237 from written testimony [EXHIBIT E].

201 General contractors have several jobs at one time. Does not have the information about his business with him at every work site.

223 Gives an example of how he feels this bill is wrong.

270 I find it difficult to work with the mixed messages I get from the board.

279 CHAIR WATT: This is very difficult. It has taken us a long time to come to a consensus on this. We want to help solve this problem.

304 CHARLES BRONSON, INDEPENDENT CONTRACTORS OF OREGON: Testifies against House Bill 2237 from written testimony [EXHIBIT F].

344 REP. LUKE: This law would allow you to work with your family without being a corporation.

354 CHAIR WATT: Is it that independent contractors just want no regulation at all?

358 MINGO: That is not true.

388 BRONSON: How much of a real cost this is going to add to housing?

400 BONNIE SULLIVAN, INDEPENDENT CONTRACTORS OF OREGON: Submits written testimony [EXHIBIT G] against House Bill 2237.

412 REP. LUKE: These people participated in the last work group.

Closes Public Hearing on House Bill 2237

Opens Public Hearing on House Bill 2543

Witnesses: Michael McCallum, Oregon Restaurant Association
Bishop Connolly
Bob Barr, Restaurant Owner
Jerry Dana, Restaurant Owner
Sen. Leonard
Rep. Carter
Rep. Cororan
Rep. Eighmey
Rep. Prozanski
Linda De Franz, Server
Jeannie Berg-Remple, Server
Michelle Munsell, Server
Bill Resnick, Server
Ann Hubbard, Server
Jan Bell, Server

Joseph Martoramo, Former Server
Tim Marsh, Server
Amy Klare, AFL-CIO
Laurie Wimmer, Commission for Women
Darla Moyer-Sims, Server
Rep. John Schoon
Beverly Tilberry, Server
Chris Holing, Rep. Oakley's office
Colleen Holland, Server
Tevena Benedict, Women's Rights Coalition
Heidie Bronson, Server
Marilyn Beam, Server
Fred Cash
Jamie Partridge, Rainbow Coalition
Jane Lesser, Server
Charles Smith, Server
Kathy Standridge, Server
Beck Gayle, Server
Erica Paul, Server
Tyler Scialo, Server
Tom Ustach
Steve Adams
Michael Carrigan, Server
Kate Darter, Server
Jackson, Howard

431 AARON FELTON, COMMITTEE COUNSEL: Gives a summary of House Bill 2543.

471 Michael McCallum, Oregon Restaurant Association: Testifies in favor of House Bill 2543 with written testimony [EXHIBIT H].

495 Gives a review of the bill.

TAPE 30, SIDE B

46 This bill would bring Oregon into conformity with the federal standards.

76 Employers contribute to the production of tip income.

120 HAROLD POLLEN, OWNER OF THE SHERIDAN HOTEL AND TONY ROMAS RESTAURANT: Testifies in favor of House Bill 2543.

127 My employees are very important to me.

161 Labor costs are very high.

172 We will be able to hire more employees and give the non servers more money.

185 BISHOP CONNOLLY, DIOCESE OF BAKER, OREGON: Testifies against House Bill
2543.

192 This bill will effect a number of people economically.

218 A tip should be between the party that comes to the restaurant and the
server.

222 This affects women who dominate the food service industry.

234 Gives an example of the low pay food service people make as it is.

248 More of these people will have to go on welfare.

263 ROBERT BARR, VICE PRESIDENT OF THE OLD SPAGHETTI FACTORY: Testifies in
favor of House Bill 2543.

295 Only our tipped employees will not get a raise after the first sixty
days.

320 Utah is a tip credit state.

336 We want our employees to make a good wage.

366 Since 1990 our labor costs have gone up thirty-four percent.

388 JERRY DANNA, ELMERS RESTAURANTS: Testifies in favor of House Bill 2543.

410 Explains how the bill effects him.

414 Tips are considered compensation on the W-2 form.

444 Labor is the largest controllable cost we have.

449 When minimum wage goes up, and we do not have the tip credit to work
with, we will less people.

476 MCCALLUM: This bill only applies to future increases in minimum wage.

TAPE 31, SIDE B

50 REP. LUNDQUIST: In reality, this applies to all who benefit, is that
correct?

54 MCCALLUM: To people who customarily receive tips.

62 REP. SNODGRASS: Where did you say this came from (holds up a flyer)?

63 MCCALLUM: I do not know. Their union and Jobs for Justice.

68 REP. BROWN: Do you think we will see an increase in minimum wage soon.

72 MCCALLUM: No, not this session.

81 REP. BROWN: I think I would tip less if I knew that the tip was not going
to the server.

87 MCCALLUM: I think that you tip for the overall experience in the
restaurant.

107 REP. BROWN: In effect the employee does not get the money. They will
not see the benefit of minimum wage then.

118 BARR: This bill allows owners to recognize that the employee is getting
the tip.

130 REP. BROWN: How many restaurants provide benefits to their employees?

137 POLLEN: We offer full medical and dental, life and disability and two
sick days a year.

157 REP. BROWN: Would this not make people more reluctant to get off
welfare if the do not see the benefit of the increase in minimum wage?

165 BARR: Not really.

193 REP. FAHEY: How much did the volume of business go up.

199 POLLEN: I can get that information for Representative Fahey.

226 FAHEY: How many of the 3,000 restaurants are into video poker?

227 MCCALLUM: Five hundred.

246 CHAIR WATT: I would like to know more about how tips come about. Do
some people make more than others?

252 MCCALLUM: Yes.

255 CHAIR WATT: Why does that happen?

260 MCCALLUM: There are many variables.

270 CHAIR WATT: Do some people consistently get higher tips?

275 POLLEN: Yes.

298 CHAIR WATT: People who work on commission, it is part of their wages, there is some correlation that this creates a new welfare state, I do not agree with this.

310 REP. CARPENTER: Please explain tips and the taxes you pay on tips works.

318 MCCALLUM: Federal and state law regulate this.

334 REP. CARPENTER: With payroll taxes, what you pay on tips and social security taxes, how much would you estimate that is a year?

342 POLLEN: It is very substantial. I can't give you the amount.

376 REP. FAHEY: Do you pay taxes on reported tips or what is on the cash register?

379 MCCALLUM: That is the sixty-four thousand dollar question.

402 LUNDQUIST: If wages went up a dollar, of that dollar, fifty cents could be considered wages and the other, the employee would keep?

420 MCCALLUM: The dollar of increase, when that is shown as income in a report by the employee, or through a record, it is treated as such and shows it as minimum wage.

430 LUNDQUIST: I realize that, I just want to know where the dollar comes from.

437 MCCALLUM: What this law does say is we will come into conformity with the federal standard of fifty percent.

456 LUNDQUIST: So, what has been the effect on the waiter or waitress's take?

461 MCCALLUM: The effect is they will receive the current standard of minimum wage. This is a function of looking at what they are making.

TAPE 32, SIDE A

35 REP. FAHEY: So you say they still get the two dollars, but under your scenario if the minimum wage went from \$4.75 to \$5.75; and they had a \$2.00 tip, they would of had \$7.75, under your scenario they would get \$6.75.

38 MCCALLUM: That is correct.

42 POLLEN: Gives further explanation.

59 DANA: Tips are taxable income and if the minimum goes up they have to make at least minimum wage.

69 REP. LUNDQUIST: So on a forty hour pay period, their take for that would be forty dollars less if you use the earlier scenario.

75 MCCALLUM: I believe that is true.

80 CHAIR WATT: Why do you think most of the people hear are against the bill?

81 MCCALLUM: The flyer has miss information in it. They have been brought hear under false pretenses.

94 SENATOR RANDY LEONARD: Testifies against House Bill 2543.

103 These are harsh words, and a harsh bill.

106 Is \$4.75 an hour hurting the owners?, I think not.

117 CHAIR WATT: Have you ever owned a restaurant?

121 SEN. LEONARD: I have worked in them.

123 CHAIR WATT: Do you think all servers are disadvantaged?

124 SEN. LEONARD: Most are economically disadvantaged.

139 REPRESENTATIVE MARGARET CARTER: Testifies against House Bill 2543 with written testimony [EXHIBIT I].

143 Will result in lower wages.

155 Minimum wage should be a living wage.

160 Purchasing power of minimum wage is at a forty year low.

165 This bill will be taking money from the working poor.

172 Not a partisan issue

185 If you look at the whole picture, this is not fair.

195 REPRESENTATIVE TONY CORCORAN: Testifies against House Bill 2543.

208 This bill sends a message to the working people. This is about greed.

226 The avenue off welfare is often a serving position.

232 Thirty-three percent of new jobs are minimum wage.

249 REPRESENTATIVE GEORGE EIGHMEY: Testifies against House Bill 2543.

257 Over ninety-four percent of servers earn less than fifteen thousand dollars a year.

270 The high paid server is a myth.

275 I was a server for two years as an adult.

280 My two children have also been servers.

284 They totally rely on tips for a living.

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297 REPRESENTATIVE FLOYD PROZANSKI: Testifies against House Bill 2543.

306 LINDA DEFRANZ, STAFF PERSON FOR REPRESENTATIVE PROZANSKI: Testifies against House Bill 2543.

309 I worked as a bartender In Arizona.

317 Gives an example of the hard work, overtime and lack of benefits.

390 REP. PROZANSKI: If you were in this position could you raise your family under those situations?

457 JEANNIE BERG-REMPLE, SERVER: Testifies against House Bill 2543, submits written testimony [EXHIBIT J].

466 I helped create the flier, and we revised it. We know this is a wage freeze not a cut.

498 My work is usually a part time.

TAPE 33, SIDE A

55 We are the ones that suffer if the food is bad or there is something else we cannot control.

63 Gives an example of a couple that work as servers.

76 MICHELLE MUNSELL, SERVER: Testifies against House Bill 2543 submits written testimony [EXHIBIT K].

78 I am a single mother who often works two jobs.

94 When I worked on the coast, depending on the season, the tips were mixed.

103 Taking another job would just add to my child care. I would be better off being on welfare.

121 BILL RESNICK, PORTLAND COMMITTEE FOR SUSTAINABLE ECONOMIC DEVELOPMENT: Testifies against House Bill 2543.

126 Restaurant business is booming.

137 Provides statistics concerning minimum wage reducing unemployment.

151 When working people make more money, they can eat out more.

159 Ninety-four percent earn less than \$15,000 a year.

188 Tip credit would take food away from children.

197 REP. LUNDQUIST: Give me a definition on prosperous in the context of restaurants.

202 CHAIR WATT: Could you give us some data.

214 RESNICK: I do not have data on that.

218 REP. CARPENTER: How about failure rate of restaurants?
223 RESNICK: The numbers show that there is a continues increase.
244 REP. CARPENTER: I would like to see some data on costs to the owners.
254 ANN HUBBARD, SERVER: Testifies against House Bill 2543 providing
written testimony [EXHIBIT L]
265 Our wages and tips are our only compensation.
288 Our wages freeze when minimum wage goes up.
338 CHAIR WATT: Who told you about the bill?
340 HUBBARD: From Jeannie who heard it from work.
344 JAN BELL, SERVER: Testifies against House Bill 2543.
367 This has caused me to register to vote.
373 My taxes are below the poverty level.
386 REP. BROWN: Michelle how much to you pay for day care?
390 MUNSELL: I pay a \$1.50 an hour.
381 REP. BROWN: Are you working full or part time?
391 MUNSELL: Part time.
393 REP. BROWN: Do you get any kind of health benefits?
396 MUNSELL: Not at this time. I am using the Oregon Health Plan.
400 REP. BROWN: Are you hear because of the flyer?
403 MUNSELL: No.
423 REMPEL: Explains the eight percent tax on tips.
476 MUNSELL: In the end I may receive a bill instead of a pay check because
of the eight percent tax on my wages and tips.

490 REMPEL: Gives an example of how her pay check is now and would be with
the tip credit.

TAPE 32, SIDE B

48 REP. CARPENTER: This tax is federal law.
71 REP. FAHEY: Waiters and waitresses do have class.
80 REP. SNODGRASS: Bill, about the note you got concerning Tony Romas, did
that note say when they worked their?
82 RESINCK: No it did not.
107 JOSEPH MARTARAMO, FORMER SERVER: Testifies against House Bill 2543 with
written testimony [EXHIBIT M].
139 This is not the only industry that tipping is done in.
160 Many tipped industries do not allocate tips.
173 The industry is not reliable.
178 Tipped people tip the bus persons and the bartenders.
190 Tips trickle down to all parts of the restaurant.
201 Very few servers work full time or get benefits. Cooks do get full time
work and benefits.
228 REP. BEYER: Is there a standard for tipping out?
232 MARTARAMO: It is really unspoken.
237 BEYER: How much did you make?
243 It was hard to tell.
243 REP. CARPENTER: Explain more on the eight percent?
266 MARTARAMO: Few people know about this. As an employee you are required
to report one hundred percent of your tips. I cannot say everyone does.

You must report eight percent of your gross sales. That eight percent is taken on income.

281 REP. CARPENTER: Did your salary include tips.

287 MARTARAMO: Six dollars an hour compared to two hundred in tips. But that was an elite restaurant. But that is not common.

308 FAHEY: What type of shift was that?

310 MARTARAMO: That was a double shift.

348 TIM MARSH, SERVER: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT N].

392 -Continues with testimony.

TAPE 33, SIDE B

20 AMY KLARE, RESEARCH AND EDUCATION DIRECTOR, OREGON AFL-CIO: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT O].

41 CHAIR WATT: How many people do you represent?

42 KLARE: I don't represent any.

50 LAURIE WIMMER, EXECUTIVE DIRECTOR, COMMISSION FOR WOMEN: Testifies in opposition to HOUSE BILL 2543 from written testimony [EXHIBIT P].

105 -Continues.

121 DARLA MOYER-SIMS, SERVER: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT Q]

155 Submits 1300 signatures of people against the bill [EXHIBIT R].

166 REP. SNODGRASS: Asks Wimmer questions concerning the commission involvement in this.

158 WIMMER: Responds regarding to question from REP. SNODGRASS.

183 REP. BEYER: Darla do you tip out?

185 SIMS: Yes.

189 REP. SNODGRASS: Darla, if I am charged the fifteen percent automatically, does that mean you turn it down?

197 SIMS: I have never turned down a gratuity. I do not know how that would work.

214 REP. BROWN: Darla, how many hours do you typically work?

215 SIMS: That would depend in the house I was working in. Currently I work approximately a five to six hour shift, four nights a week.

219 REP. BROWN: Do you get benefits?

219 SIMS: I do not.

220 REP. BROWN: How much do you pay in daycare?

222 SIMS: I pay two hundred and fifty dollars a month for daytime child care while I'm in school. That is a fifty percent reduction because I am a full time student. At night while I work, I pay my baby-sitter two dollars an hour.

226 CHAIR WATT: Darla, on your testimony at the bottom, where you indicate you are slightly more fortunate, you do not indicate if you make minimum wage.

229 SIMS: I have always made minimum wage.

238 REP. JOHN SCHOON: Testifies against House Bill 2543. Asks to have House Bill 2543 tabled.

265 BEVERLY TILBERRY, SERVER: Testifies in opposition to House Bill 2543 from written testimony EXHIBIT S].

277 CHAIR WATT: If the menu increases, how does that relate to your tips.

286 TILBERRY: The tips increase.

350 TILBERRY: The ORA has spent thousands in contributions to those who support this bill and who have supported this type of legislation in the past. I could not believe the contributions when I saw them this year.

353 CHAIR WATT: Could you be more specific about your last statement

please.

354 TILBERRY: No, because I do not have the facts in front of me.

356 CHAIR WATT: Let me tell you where you are going here and you need to be really careful. People who contribute to the political process do that for people to listen, not to support any particular legislation. It is very important that you know that because we have very strong ethic laws in this state that people have access to the process. Dollars are not contributed to support a particular agenda or particular bill. Please make that distinction.

366 TILBERRY: I hope that is true with all my heart. Thank you very much, I appreciate that.

369 -Continues.

390 CHRIS HOLING, SERVER AND STAFF PERSON FOR REPRESENTATIVE OAKLEY: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT T]

449 COLLEEN HOLLAND, SERVER: Testifies in opposition to House Bill 2543.

TAPE 34, SIDE A

24 HOLLAND: Continues.

50 TEVINA BENEDICT, LOBBYIST, WOMEN'S RIGHT COALITION: Testifies in opposition to House Bill 2543 [EXHIBIT U].

101 HEIDIE BRONSON: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT V]

131 MARILYN BEAM: Testifies in opposition to House Bill 2543.

149 FRED CASH, FINANCIAL SECRETARY-TREASURER, HOTEL EMPLOYEES, RESTAURANT EMPLOYEES UNION LOCAL 9. Testifies in opposition to House Bill 2543. [EXHIBIT W]

192 -Continues

225 JAMIE PARTRIDGE, PORTLAND RAINBOW COALITION: Testifies in opposition to House Bill 2543.

268 JANE LESSER, OREGON STUDENT LOBBY: Testifies in opposition to House Bill 2543. [EXHIBIT X]

330 CHARLES SMITH: Testifies in opposition to House Bill 2543.

415 KATHERINE STANDRIDGE: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT Y].

TAPE 35, SIDE A

436 BECKY GALE, SERVER: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT Z].

445 ERICA PAUL: Testifies in opposition to House Bill 2543.

TAPE, 35, SIDE A

46 TYLER SCIALO, SERVER: Testifies in opposition to House Bill 2543 with written testimony [EXHIBIT AA], submitted on the behalf of Mimi Yahn.

69 CHAIR WATT: Asks for clarification on reporting tips.

93 TOM USTACH, TEACHER, PORTLAND SCHOOL DISTRICT: Testifies in opposition to House Bill 2543.

120 STEVE ADAMS, SERVER, PORTLAND: Testifies in opposition to House Bill 2543.

168 MICHAEL CARRIGAN, OREGON PEACE WORKS: Testifies in opposition to House Bill 2543. Submits letter from HOLLY HART, OLD WIVES TALES RESTAURANT, PORTLAND, OREGON [EXHIBIT BB].

200 REP. BROWN: Asks a question regarding tips.

220 KATE DARTER, SERVER: Testifies in opposition to House Bill 2543.

251 JACKSON HOWARD, RESTAURANT MANAGER: Testifies in opposition to House Bill 2543.

289 -Continues.

319 REP. SNODGRASS: Ask Mr. McCallum about these workers to be able to get home loans.

23 MCCALLUM: Responds to loan application.

312 REP. CARPENTER: Discusses loan applications.

328 MCCALLUM: Responds regarding taxable earnings.

333 REP. SNODGRASS: Will it effect the loan process?

345 REP. FAHEY: Responds regarding banking industry.

Closes Public Hearing on House Bill 2543

347 CHAIR WATT: Adjourns meeting at 6:17 p.m.

Submitted by, Reviewed by,

Paula Gilmer Purcell	Aaron Felton
Committee Assistant	Committee Counsel

EXHIBIT SUMMARY:

A - Amendments to House Bill 2237, submitted by Chris Davie
B - Copy of ORS 656.029, submitted by Bob Shiprack
C - Testimony on House Bill 2237, submitted by Mary D. Mann
D - Appeal brief, submitted by Mary D. Mann
E - Testimony on House Bill 2237, submitted by Jim Hoover
E - Testimony on House Bill 2237, submitted by Charles Bronson
G - Testimony on House Bill 2237, submitted by Bonnie Sullivan
H - Information on House Bill 2543, submitted by Michael McCallum
I - Testimony on House Bill 2543, submitted by Representative Margaret Carter
J - Testimony on House Bill 2543, submitted by Jeannie Berg-Rempel
K - Testimony on House Bill 2543, submitted by Michelle Munsell
L - Testimony on House Bill 2543, submitted by Ann Hubbard
M - Testimony on House bill 2543, submitted by Joseph Martorano
N - Testimony on House Bill 2543, submitted by Tim Marsh
O - Testimony on House Bill 2543, submitted by Amy Klare
P - Testimony on House Bill 2543, submitted by Laurie Wimmer
Q - Testimony on House Bill 2543, submitted by Darla Moyer-Sims
R - List of people against House Bill 2543, submitted by Darla Moyer-Sims
S - Testimony on House Bill 2543, submitted by Bev Tilbury
T - Testimony on House Bill 2543, submitted by Chris Holing
U - Testimony on House Bill 2543, submitted by Tevina Benedict
V - Testimony on House Bill 2543, submitted by Heidi Bronson
W - Testimony on House Bill 2543, submitted by Fred Cash
X - Testimony on House Bill 2543, submitted by Jane Lesser
Y - Testimony on House Bill 2543, submitted by Katherine Standridge
Z - Testimony on House Bill 2543, submitted by Becky Gayle
AA - Testimony on House Bill 2543, submitted by Tyler Scialo
BB - Testimony on House Bill 2543, submitted by Holly Hart