



PROFESSIONAL  
CERTIFICATION  
COALITION

March 14, 2023

Sen. Anthony Kern, *Chair*  
Senate Committee on Judiciary  
[akern@azleg.gov](mailto:akern@azleg.gov)

Sen. John Kavanagh, *Vice Chair*  
Senate Committee on Judiciary  
[jkavanagh@azleg.gov](mailto:jkavanagh@azleg.gov)

Sen. Warren Petersen, *Chair*  
Senate Committee on Rules  
[wpetersen@azleg.gov](mailto:wpetersen@azleg.gov)

Sen. Sonny Borrelli, *Vice Chair*  
Senate Committee on Rules  
[sborrelli@azleg.gov](mailto:sborrelli@azleg.gov)

**Re: H.B. 2429**

Dear Senators Kern, Kavanaugh, Petersen, and Borrelli:

The Professional Certification Coalition (PCC) writes to share our views regarding H.B. 2429. We appreciate that the bill aims to advance the important goal of expanding opportunities for those with criminal conviction histories. However, we respectfully request your consideration of amendments to ensure protections for the public and certification organizations that rely on licensure decisions.

The PCC is a nonprofit association formed to address legislation that affects professional certification programs, those who hold private certification credentials, and the many constituencies that rely on professional certification. The PCC's organizational members include non-governmental professional certification organizations, professional societies, and service providers. The PCC's members reflect a wide spectrum of professions, including health care, engineering, financial services, and information technology, among many others. Our founding organizations – the American Society of Association Executives (the leading organization for association management) and the Institute for Credentialing Excellence (the leading developer of accreditation standards for professional certification programs) – govern the PCC.

The PCC supports H.B. 2429's goal to broaden access to licensure for ex-offenders so they may earn a living in their chosen profession. We agree that simply having a criminal record should not stigmatize or automatically disqualify an individual from an occupational license. **It is critical, however, that licensing boards be able to consider the facts underlying an applicant's past conduct and make independent, individual determinations about that applicant's fitness to practice the profession with the state's endorsement.**

Not all professions are the same, nor are all criminal records. Some crimes, even if non-violent and non-sexual in nature, merit a continuing disqualification from certain professions. For example, if a health care professional has abused prescription privileges to run an opioid distribution ring or has engaged in identity theft of vulnerable patients while providing home health services, a licensure board should not be blocked from disqualifying that applicant for the protection of the public, nor should an employer be blocked from taking that into consideration.

To address these concerns, the PCC proposes the following amendments to H.B. 2429:

- Add to the definition of an otherwise qualified applicant in Section 41-1093.06(C)(2) “means an applicant **who, as determined by the relevant oversight authority, does not pose an unacceptable risk to the people with whom the applicant would interact in the conduct of the profession or occupation applied for** and who has been convicted of either...”
- Add a safe harbor provision: “**Nothing in this section shall be construed to require a private certification organization to grant or deny private certification to any individual, nor alter or impair any requirement in a licensure statute or regulation for an individual to hold current private certification as a condition of licensure or renewal of licensure.**”

The public expects licensing authorities to serve as gatekeepers, as do private certification organizations. Private certification organizations in regulated professions rely on licensing boards to exercise their authority to deny licenses to individuals who have engaged in conduct that casts serious doubt on their fitness to practice the profession or indicates that the individual poses an unacceptable risk to the people to whom the applicant would interact in the conduct of the profession.

Most private certification organizations also rely on agency determinations in their own eligibility and ethics code enforcement, as they are non-governmental entities without the resources or legal authority to conduct full-fledged investigations, issue subpoenas, and hold trial-type proceedings. Withholding criminal conviction history from licensing boards therefore also has downstream effects on the information available to private certification organizations.

Thank you for your consideration of these amendments. If you have any questions regarding this letter, please feel free to reach out to us using the contact information identified below.

Sincerely,



Jeff Evans  
Director, Public Policy  
ASAE: The Center for Association  
Leadership  
Phone: (202) 626-2722  
Email: [jevans@asaecenter.org](mailto:jevans@asaecenter.org)



Denise Roosendaal, FASAE, CAE  
Executive Director  
Institute for Credentialing Excellence  
Phone: (202) 367-1165  
Email: [droosendaal@credentialingexcellence.org](mailto:droosendaal@credentialingexcellence.org)

CC: Rep. Justin Wilmeth  
[jwilmeth@azleg.gov](mailto:jwilmeth@azleg.gov)



AABC Commissioning Group  
ABRET Neurodiagnostic  
Credentialing & Accreditation  
(ABRET)  
ABSA International: the  
Association for Biosafety and  
Biosecurity (ABSA)  
Academy for Certification of  
Vision Rehabilitation &  
Education Professionals  
(ACVREP)  
American Association of  
Professional Landmen (AAPL)  
American Board for  
Certification in Orthotics,  
Prosthetics and Pedorthics  
(ABCOP)  
American Board of Certification  
for Gastroenterology Nurses  
(ABCGN)  
American Board of Foot and  
Ankle Surgery (ABFAS)  
American Board of Medical  
Specialties (ABMS)  
American Board of  
Neuroscience Nursing (ABNN)  
American Board of Nursing  
Specialties (ABNS)  
American Industrial Hygiene  
Association (AIHA)  
American Legal Nurse  
Consultant Certification Board  
(ALNCCB)  
American Medical Certification  
Association (AMCA)  
American Nurses Credentialing  
Center (ANCC)  
American Payroll Association  
(APA)  
American Society of  
Association Executives (ASAE)

American Society of Civil  
Engineers (ASCE)  
American Speech-Language-  
Hearing Association (ASHA)  
American Traffic Safety  
Services Association (ATSSA)  
American Translators  
Association (ATA)  
Arcitura Education, Inc.  
Association for Financial  
Counseling & Planning  
Education (AFCPE)  
Association of Surgical  
Technologists (AST)  
Behavior Analyst Certification  
Board (BACB)  
Board of  
Certification/Accreditation  
(BOC)  
Board of Certified Safety  
Professionals (BCSP)  
Board of Pharmacy Specialties  
(BPS)  
Building Commissioning  
Certification Board (BCCB)  
Certification Board for Diabetes  
Care and Education (CBDCE)  
Certification Board for Music  
Therapists (CBMT)  
Certification Board of Infection  
Control and Epidemiology  
(CBIC)  
Certification Council for  
Professional Dog Trainers  
(CCPDT)  
Certified Financial Planner  
Board of Standards (CFP)  
Certified Fund Raising  
Executive International (CFRE)  
CertiProf, LLC

Chartered Financial Analyst  
Institute (CFA)  
Commission for Case Manager  
Certification (CCMC)  
Commission on Nurse  
Certification (CNC)  
Community Association  
Institute (CAI)  
Computing Technology Industry  
Association (CompTIA)  
Construction Management  
Association of America  
(CMAA)  
Council for Interior Design  
Qualification (CIDQ)  
Council of Engineering and  
Scientific Specialty Boards  
(CESB)  
Dental Assisting National Board  
(DANB)  
Diving Equipment and  
Marketing Association (DEMA)  
Entertainment Services and  
Technology Association (ESTA)  
ETA International  
Financial Planning Association  
(FPA)  
Healthcare Sterile Processing  
Association (HSPA)  
Hearth, Patio, & Barbecue  
Education Foundation (HPBA)  
Heuristic Solutions  
Hospice and Palliative  
Credentialing Center (HPCC)  
Institute for Credentialing  
Excellence (ICE)  
Institute of Hazardous Materials  
Management (IHMM)  
Institute of Inspection Cleaning  
and Restoration Certification  
(IICRC)

International Coach Federation (ICF)  
International Information System Security Certification Consortium (ISC<sup>2</sup>)  
Investments & Wealth Institute (IWI)  
Irrigation Association  
IT Certification Council (ITCC)  
Laborers' International Union of North America Training & Education Fund (LIUNA)  
Medical-Surgical Nursing Certification Board (MSNCB)  
National Association of Insurance and Financial Advisors (NAIFA)  
National Association of Personal Financial Advisors (NAPFA)  
National Athletic Trainers' Association Board of Certification, Inc. (NATA/BOC)  
National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA)  
National Board of Certification in Hearing Instrument Sciences (NBC-HIS)  
National Board of Certification in Occupational Therapy (NBCOT)  
National Board of Surgical Technology and Surgical Assisting (NBSTSA)  
National Certification Commission for Acupuncture and Oriental Medicine (NCCAOM)  
National Certification Corporation (NCC)  
National Commission on Certification of Physician Assistants (NCCPA)  
National Commission for Health Education Credentialing (NCHEC)

National Council on Family Relations (NCFR)  
National Kitchen and Bath Association (NKBA)  
National Recreation and Park Association (NRPA)  
National Restaurant Association (NRA)  
National Roofing Contractors Association (NRCA)  
National Society of Professional Engineers (NSPE)  
Nephrology Nursing Certification Commission (NNCC)  
Oncology Nursing Certification Corporation (ONCC)  
Pediatric Nursing Certification Board (PNCB)  
Pharmacy Technician Certification Board (PTCB)  
Professional Association of Therapeutic Horsemanship International (PATH)  
PSI Services  
Pearson Vue  
QualityPro  
Rehabilitation Nursing Certification Board (RNCB)  
School Nutrition Association (SNA)  
SeaCrest Consulting  
Security Industry Association (SIA)  
Society of Broadcast Engineers (SBE)  
Specialty Pharmacy Certification Board (SPCB) c/o National Association of Specialty Pharmacy Certification Board  
Spray Polyurethane Foam Alliance (SPFA)

Towing and Recovery Association of America, Inc. (TRA)  
National Board of Public Health Examiners (NBPHE)