Chair’s Corner:

By Catherine Wusterhausen, LRL Chair 2016-2017
Assistant Director
Texas Legislative Reference Library

Every night before they go to bed, my children ask me to share a fact with them - some new bit of information about the world. They particularly like to hear about science and history, but during session, they settle for news of the latest legislation and obscure legislative procedures. I love their curiosity. One of the things that inspired me to become a librarian was the certainty that I would be constantly learning.

Recent years have seen dramatic changes in the operations of all types of libraries, as information and processes are digitized and move online, and legislative libraries are no exception. One of the many valuable aspects of participating in the LRL staff section is the opportunity it provides to connect with colleagues, share ideas, and learn from one another.

The recent Legislative Summit and Professional Development Seminar provided a truly remarkable variety of learning opportunities. In this issue of Newsline, you can read about some of the wide variety of programs available during the meetings. I came home from Chicago inspired to investigate new resources and services, and to try new techniques for communicating effectively, for giving and receiving feedback, and for building a brand.

Beyond the sessions and tours, attending a Summit or PDS is a fantastic opportunity to meet colleagues, share ideas and make connections. These personal connections are a vital part of what makes the LRL such a valuable resource for all its members. Whether helping one another with research through the listserv, serving as a regional director, or volunteering to serve on a subcommittee, your involvement is what makes the organization a success. I look forward to hearing from you over the next year, and welcome any ideas or suggestions about how the LRL can help you.

Catherine

Quote from Milton in the Chicago Cultural Center, formerly the Chicago Public Library main branch.
Regional Directors Needed
LRL 2016-2017 Regional Directors:

- Christine McCluskey (Conn.), Atlantic Northern
- Annette Halderman (Md.), Atlantic Central
- **Vacancy**, Gulf Coast
- Anne Rottman (Mo.), Great Lakes
- **Vacancy**, Central Northern
- Molly Otto (Colo.), Central Southern
- **Vacancy**, West Coast

We have three new vacancies on the regional directors list. If you are interested in volunteering and getting more involved with LRL, now’s your chance! If you are an LRL member from Alabama, Alaska, Arkansas, California, Florida, Georgia, Hawaii, Idaho, Iowa, Louisiana, Mississippi, Minnesota, Montana, Nebraska, Nevada, North Dakota, Oregon, Puerto Rico, South Dakota, Tennessee, Wyoming or Washington and would like to volunteer or get more information about a regional director position please email Megan McClure at megan.mcclure@ncsl.org

Thank you to all of our continuing regional directors for their service.

And let’s welcome Betsy Haugen (Minn.) to the LRL Staff Section officers. At the NCSL Legislative Summit’s business meeting, Betsy became the LRL Staff Section secretary. LRL is so happy to have you, Betsy!

LRL Legislative Summit Sessions

Below are summaries of LRL sessions at the 2016 NCSL Legislative Summit held at McCormick Place in Chicago, Illinois

Privilege and Immunity: Protecting the Legislative Process—LRL Co-sponsored

*Catherine Wusterhausen, Texas Legislative Reference Library*

Eric Silvia, Minnesota senate counsel, provided an excellent overview of the history, purpose and use of the linked principles of legislative privilege and immunity, legal concepts that protect legislators, and sometimes legislative staffers, from being sued and forced to testify for actions taken in the “sphere of legitimate legislative activity.”

The history of legislative privilege and immunity can be traced back to the English Bill of Rights of 1689; it is included in the U.S. Constitution and in the constitutions of 43 states. In *Tenney v. Brandhove* (1951) the U.S. Supreme Court recognized a common law legislative immunity. Legislative immunity is valued for its role in preserving legislative independence.

Silvia next discussed the definition of legislative act, noting that anyone claiming legislative immunity would need to prove that the act in question was an "integral part of the legislative process." An act is not legislative simply because it is performed by a legislator, and in some cases, acts by legislative staffers or other nonlegislators may be considered legislative acts subject to legislative privilege and immunity.

Generally, actions such as introducing, debating and voting on legislation; serving on legislative committees; and drafting and publishing official documents and reports will be considered legislative acts. Gathering information and communicating with constituents may also fall in this category, but not all publications or communications are legislative acts. Activities that are primarily political or administrative will fall outside the scope of the definition.
Finally, if legislative privilege is not asserted, it may be waived, so it is important to keep the principle in mind when dealing with legal actions related to legislative activity.

**Supreme Court Roundup—LRL Co-Sponsored**

*Catherine Wusterhausen, Texas Legislative Reference Library*

Lisa Soronen of the State and Local Legal Center delivered a fast-paced review of recent United States Supreme Court decisions. Soronen highlighted six cases with particular significance for state government.

In *Evenwel v. Abbott*, the court upheld the common practice of apportioning districts based on total population.

In a 5-3 decision in *Whole Women's Health v. Hellerstedt*, the court ruled that recent Texas legislation, which required doctors who performed abortions to have admitting privileges at nearby hospitals and abortion centers to meet the requirements for surgical centers, created an undue burden on women seeking abortions. Soronen stated that other states with similar laws can expect the courts to look hard at states' justifications, and be suspicious of any regulations that close many clinics.

*Friedrich v. California Teachers Association* was a 4-4 split decision, leaving in place laws in 25 states that require public employees who do not join a union to pay fees to cover their "fair share" of benefits such as collective bargaining. Soronen noted that this was a decision where the death of Justice Antonin Scalia played a large role. He had previously been critical of the precedent behind "fair share" laws.

*Fisher v. University of Texas at Austin* was another case in which the court decision upheld current practices. In a 4-3 decision, the court upheld the University of Texas' admission policy, which considers race as one of several factors in admissions decisions for students not admitted under the Texas Top 10 Percent Law. Soronen suggested that since no other state has a similar system, the value of this particular decision is largely symbolic. She predicted, however, that an affirmative action case with broader application will likely be brought before the court in the near future.

A 4-4 split in *United States v. Texas* means that the 5th U.S. Circuit Court of Appeal’s stay of the deferred action immigration program will remain effect.

Finally, in *McDonnell v. United States*, the court reversed the bribery conviction of former Virginia Governor Robert McDonnell, finding that actions he took while in office did not constitute official acts, and did not exert pressure on state officials.

**LRL Dutch Treat Dinner**

*At Lou Malnati’s*

LRL Summit attendees enjoyed delicious Chicago deep dish pizza at Lou Malnati’s on Tuesday evening.

Also pictured, Claudette the pelican mascot, of the Wisconsin Legislative Reference Bureau delegation.

**Legislative Staff University: Feedback—Give it, Get it, and Grow**

*Catherine Wusterhausen, Texas Legislative Reference Library*

In this energetic, funny, and insightful session, Cindy Maher and Carol Grannis of Leading Edge Coaching & Development used improv to share techniques for effectively receiving feedback.

Maher and Grannis identified three things that can trigger a negative response to feedback, and suggested strategies to counter these tendencies.

The truth trigger is characterized by a focus on the accuracy of every detail of the feedback. Listeners may be so concerned with arguing about details that they fail to appreciate the overall message. Asking questions rather than arguing can clarify meanings and offer a chance to learn and improve.

The relationship trigger is tripped based on who gives the feedback. What the listener thinks about the speaker and how the listener feels treated can inspire negative feelings that cause a listener to discount or disregard feedback. The key to defusing the relationship trigger is to focus on a single issue at a time. Being open to feedback from unexpected sources can be particularly revealing.

Finally, the identity trigger is a negative response to feedback that challenges an individual's core identity. Overcoming this challenge takes time, an ability to focus on the specific subject of criticism, and an effort strengthening relationships.
What I Wish I Knew Working for the Legislature and Legislators

*Sonia Gavin, Montana Legislative Services Division*

**Speakers:**
Amy Barry, Communications and Public Affairs, Illinois State Senate
Lore Christopher, Legislative Administration, Oregon Legislative Assembly
Scott Grosz, Legislative Council, Wisconsin
Susan Kannarr, House of Representatives, Kansas

In this session, the speakers provided their insight into working for the legislature. The panel was a great mix of partisan and nonpartisan staff and presented excellent tips for legislative staffers.

There are certain pitfalls for nonpartisan staff advising legislators. For example, if they ask the same question, they should get the same answer. But if they ask a different question, they will obviously get a different answer. Staff should give the same answer regardless of who is asking the question. Legislators may “shop around” to get the answer they want, and by asking the question differently, the answer may conform to what the legislator wants to hear. Loyalty of staff, especially nonpartisan, is to the process to make sure that it goes smoothly as the process and traditions are there for a reason.

For partisan staff, it is important to not get hung up on party. Establish credibility immediately with legislators to earn their support and trust. Partisan staff cannot avoid Democratic or Republican issues so they work with an added layer of politics. Nonpartisan staff have to earn that status. There may be legal and ethical issues so it is best not to engage in conversations.

Tips to survive include:
- Be clear and deliver on expectations.
- Avoid sarcasm.
- Do not take things personally – sometimes a person just needs someone to listen to them.
- Do not assume people know your role.
- Over reliance on social media or email – make sure you follow up.
- Don’t joke about certain issues.
- In dealing with the press, sometimes it is best not to respond.

Every legislature has certain customs and precedents. There may be times that these unwritten rules may become an issue. Legislative staff are the first “bureaucrats” legislators encounter so be mindful of how we are perceived by them. Since we working a divisive environment be aware and be honest. You may have to say “I can’t have this conversation.” And always remember, when things get stressful, remain calm!

There is a certain level of formality that is important to the process. And make sure you always improve professionally, preserve relationships, and follow through. This session goes to the best part of NCSL, knowing you are not on an island and there are others who do what you do and work in the same environment.

What Does the Supreme Court Vacancy Mean to State and Local Governments?

*Patricia Reichert, Wisconsin Legislative Reference Bureau*

**Speakers:**
Lisa Soronen
Carolyn Shapiro.

This program was an extension of Lisa Soronen’s “Supreme Court Roundup” and was done conversation style, each speaker taking turns answering prepared questions. It was a great conversation to listen to and I could never summarize everything they said, but here are the key points I got from it:

The court’s docket was set before Justice Antonin Scalia died and there were not many controversial cases. His absence will be felt more in the next term, especially if the vacancy is not filled, but with a smaller docket and no controversial cases.

How would Judge Merrick Garland be as Justice Merrick Garland? No one knows and it’s hard to gauge from
reading his decisions. One of the speakers described him as left of Justice Anthony Kennedy and right of Justice Stephen Breyer.

Scalia changed how oral arguments were presented. Before, you gave a presentation and sat down. With Scalia, arguments were more lively and more questions were asked. The speakers feel that will continue in some fashion post-Scalia.

**Presentation Outline**

- Millennial influence is the “new normal.”
- The millennial generation will be the most diverse with about 43% being nonwhite.
- Technology is defining our lives … one study reported that people look at their phones more than 45 times per day!
- Millennials spend about 18 hours a day on electronic devices across all platforms (computers, phones, etc.) and 30 percent of what they “consume” is user generated content (Facebook, Twitter, etc.). Forty percent of millennials trust user generated content more than any other content.
- Millennials are challenging the traditional management style and are pushing for workplace reforms; further, Coates indicated that by the influence of the size of the generation these reforms will likely take place very quickly.
- Generation Zs are “digital natives” who believe word of mouth matters most, are more conservative, and believe money is evidence of success.

**Seismic Demographic Shift: Generations in the Workforce—LRL Co-sponsored**

*Jennifer Bernier, Connecticut Legislative Library*

Katie Coates, of Katie Coates Consulting, provided an engaging presentation on the various generations that are now in the workforce. Her presentation was filled with statistics and provided examples of the major influences that formed the basis for the values of each generation and the way each of the generation shapes both the workplace and the marketplace.

Points that stood out to me:

- The generation Xers, latchkey kids, grew up to be “helicopter parents.”
- In some workplaces, five generations could be working side by side: traditionalists (aka the Silent Generation), boomers, Generation Xers, millennials and an as yet undefined “Generation Z” (those born since 1998).
LRL Newsline ♦ Fall 2016

LRL 2016 Chicago PDS Sessions & Tours

Below are summaries of sessions and tours at the 2016 LRL PDS held on the last day of the Legislative Summit and the following day in Chicago, Illinois.

Deep Dive Session—Talk Like TED

Stefanie Rose, Wisconsin Legislative Research Bureau

At the legislative staff breakfast on Thursday, Aug. 11 we were treated to the Deep Dive session, Talk Like TED. Marianna Swallow’s presentation detailed the TED format and provided valuable tips on developing TED skills for use in professional contexts.

The key, according to Swallow, is to figure out how to make what you want to get across to your audience compelling, concise, focused and effective. As an inveterate rambler, I could relate to her maxim that preparation is the antidote to rambling. She warned not to confuse preparation with knowledge. The curator of TED, Chris Anderson, put it this way: “Style without substance is awful.” Marianna Swallow’s version: “Beware the expert..” She also emphasized not to assume knowledge on the part of the audience.

Swallow stressed the importance of knowing your purpose and your takeaways (a maximum of three!). The TED format appears to be a useful tool to prepare for a talk or training. The basics are to introduce or preview what you want your audience to know, tell them what is important and why, present the main concepts and implications, and conclude. Swallow adds a recap and questions, especially with a training. In short: What? So what? Now what?

I look forward to trying to use the TED format to turn my rambling style into a substantial talk!

Building Your Brand—LRL Co-sponsored

Patricia Reichert, Wisconsin Legislative Reference Bureau

Speaker: Katie Coates

I enjoyed this program because she included the personal brand. After discussing the elements of building a brand (discovery, architecture, definition, and positioning), brand love, and that a brand is more than a logo, she moved on to personal brand. She showed pictures of Michelle Obama, Steve Jobs, and Queen Elizabeth and asked for words to describe them.

Several programs mentioned or were about demographics and Millennials versus just about everyone else. Katie points out that Millennials have, and use, more access points than previous generations, have great purchasing power, and brands are important to them.

How to you get your brand out to a growing generation with purchasing power and lots of ways to get what they want? Know your audience and your competition. Building your brand begins with asking: Who are you? What do you do? Why does it matter?

Slides
(These slides are from a different NCSL program but are almost identical to the ones used in this program.)

Speaking on the Fly—LRL Co-sponsored

Sabah Eltareb, California Research Bureau

Speaker: Catherine Johns

In the space of 1 hour and 15 minutes, Catherine Johns summed up a jam-packed session full of tips and techniques on how to prepare for those situations where you need to speak unexpectedly or have just a few minutes to get your point across, into three points:

Listen First
a. Look at the person(s) when someone is talking with you.

b. Be present. Don’t try to multi-task.

c. Repeat their words back, then ask for more information/details if needed

Craft Your Message
a. Use spoken English rather than written English—informal, casual, shorter, direct
b. Say it once and say it well. Then, zip it. We tend to repeat the same thing. WARNING signs that you are doing so: So again …; In other words …; What I really mean …

c. Structure: use the rule of three. Sort your thoughts into three to help people digest the message, but strip out the extra details to keep it simple, easy to understand:

i. Such as, Situation – Action – Result (sales are down – why sales are important to company – sales increase)

ii. Such as, What it was like – What happened – What it is like now

iii. Such as, What is the pickle – What is the promise – What is the path (describe the problem – if you do x, the problem is fixed – plan to achieve it)

iv. Sometimes, all three parts are not easily identified, the path may not be clear – but it doesn’t have to be. You can describe what you are seeking and the criteria to use to help define it.

d. Catherine recommends Improv classes—helps you to think on your feet AND to “be in the moment” to make something funny without working from a script. Also, not to throw your partner under the bus (figuratively speaking) via the phrase, “Yes, AND …”

Presence

a. Posture—vertical and grounded. Body and head straight, feet on the floor. Whether seated or standing. Voice becomes stronger, viewed as more confident.

b. Eye contact—engaged but not stare-down.

c. Voice—

i. Steady, inflections flat or down at the end of a sentence (NOT upward).

ii. Pause—often, deliberately. Get comfortable with using it.

iii. Voice comes from core—most powerful sounding voice with good energy pulled from feet to core to mouth.

Catherine has a website where you can download a free “No Buts Action Guide to Getting Up & Getting Your Message Out”

National Archives of Chicago—Tour

Keely Wrolstad, Wisconsin Legislative Research Bureau

The National Archives of Chicago is the federal archive for the great lakes region of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin. They have a microfilm research room and an archival research room, both of which are open to the public. It is mostly a record center, with 120,000 cubic feet of storage. Three quarters of the collection is federal records, they do not house any classified records at the facility. Some of the most highly used collections are the Bureau of Indian Affairs, the Army Corps of Engineers, Real Property Disposal Records, and the Coast Guard. As part of the tour we saw a display of some staff favorites, which included records with fire damage from the Great Chicago Fire, court documents and exhibits from the 1968 Democratic Convention protests, and naturalization records of famous people.

Legal brief written and signed by Abraham Lincoln when he was a practicing lawyer, before becoming president.

A letter written by Bobby Seale, 8th defendant of the Chicago 7 and co-founder of the Black Panthers
Chicago Public Library—Tour

Megan McClure, NCSL

The Chicago Public Library was constructed in 1991 (Oct. 7 is its 25th anniversary) and bears the name of Harold Washington, the first African-American mayor of Chicago who tirelessly advocated and fought for civil rights and promoted African-American culture in Chicago. The library had previously been housed in what is now the Chicago Cultural Center.

Sarah Erekson took us through the library’s collection of municipal and government documents and discussed the difficulty of finding records from “gap years” between the late ’70s and mid ’90s when municipal records were making the transition from hard copies to electronic formats.

Glenn Humphreys, the Special Collections Librarian, showed us a selection of interesting pieces from his department such as the original handwritten legislation that created the Chicago Public Library system after the great fire in 1871, the original script and score for Grease, costume designs for John Malkovich in a production of The Libertine.
and an extensive collection of documents and campaign memorabilia from Harold Washington’s 1983 mayoral run.

Director of Technology, Content and Innovation, Michelle Frisque, sat down with us to discuss the library’s digitization plans and the factors and challenges they are working with in their library system.

The facility was beautiful, the people were amazing and enthusiastic to speak with us and the thunderstorm that rolled through was incredible to witness through the giant, floor-to-ceiling windows of the Special Collections room.

Special Collections Librarian Glenn Humphreys takes questions from the group.

Jennifer Bernier (LRL chair 2015-2016) and Glenn Humphreys, special collections librarian, at the Harold Washington Library.
Cook County Law Library—Tour

Rachel Holtan, Wisconsin Legislative Reference Bureau

Our trip to the Cook County Law Library was informative and offered stunning views of downtown Chicago. Located on the 29th floor of the Daley Center and open to the public, the law library’s extensive collection of legal materials includes documents of historical significance, foreign law and local government.

The library offers 13 public computer terminals for patrons to access legal databases, like Lexis, West and Hein. The library also has a recently renovated training area, where librarians offer programs and classes on various legal topics. The training room is available to other agencies for their training as well.

While we only toured the main library, the Cook County Law Library also includes five branch libraries throughout the Chicago area, to better serve the needs of the people of Cook County and surrounding areas.

Deputy Law Librarian Jean M. Wenger and Executive Law Librarian Montell Davenport provided LRL with an in-depth description of the resources and services offered by the Cook County Law Library.

LRL was treated to a behind the scenes look at the stacks and newly renovated spaces at the Cook County Law Library.

A research room with a view! The views of Chicago from the Cook County Law Library were amazing!
Lunch at Meli Café after the Chicago Public Library tour.

Final Dutch treat diner, a rainy evening eating delish tapas at an Iron Chef restaurant, Mercat a la Planxa!

Chinese terra cotta warriors special exhibit at The Field Museum in Chicago.

Sue the T-rex at the Legislative Summit social event at the Field Museum, Chicago.
Legislative Staff Achievement Awards

LRL was pleased to present the Legislative Staff Achievement Award to Sonia Gavin during the LRL PDS Business Meeting in Chicago. Congratulations to Sonia and thank you for all you have done for your legislature and for LRL!

Sonia Gavin
Legislative Librarian
Montana Legislative Branch

LRL is pleased to present the 2016 Legislative Staff Achievement Award to Sonia Gavin for her service to the Montana Legislature, the LRL staff section and NCSL.

As a legislative information resources manager, Sonia provides services to Montana legislators and staff by answering reference and research questions, obtaining and circulating materials such as research reports, state and federal legislation, and providing interlibrary loan services. Her outreach to legislators and legislative staff has included both hosting tours of the center and providing coffee events, both of which ensure the Legislative Reference Center remains relevant to the business of the legislature. During session, Sonia is often found in the Session Information Office. She spends part of the day out of the library and answering questions for the public and accepting phone messages for legislators. Through Sonia’s role on the Montana staff team that puts together legislator orientation and training, she ensures legislators know about not only her library’s services but also those of NCSL.

Sonia’s involvement in NCSL has taken many forms. As part of the formal NCSL Ambassador program, Sonia introduced many new legislators and staff to the products and information NCSL provides. She has been actively involved in both NCSL and the LRL for several years attending Summit and professional development seminars, participating in several committees, and as an LRL officer. Currently she is serving as the LRL immediate past chair. Additionally, Sonia is beginning her second year on the NCSL Executive Committee. She has made great efforts to ensure the LRL staff section voice is heard throughout NCSL.

Sonia’s involvement in the greater library community includes participation in the Montana Library Association where she is known as an active member who always gets involved. She has worked on several committees and interest groups and attended numerous conferences sponsored by the association.

Congratulations and thank you very much, Sonia, for your service and commitment to NCSL, LRL and Legislative Librarianship!
Notable Documents Awards

The 2015 Notable Documents Awards were presented at a special session during the NCSL Legislative Summit in Chicago. This year’s competition saw 30 documents submitted from 11 states and 12 were selected for the awards.

Thanks to the members who served on the Notable Documents Awards Committee: Elizabeth Lincoln, Minnesota, chair; Sabah Eltareb, California; Ingrid Hernquist, New Jersey; Carol Blackburn, Minnesota.

The Notable Documents Award Ceremony was well attended, even at the early hour of 7:30 am! LRL 2015-2016 Chair Jennifer Bernier presented awards for 12 documents from eight states. Many staffers and legislators were in attendance to recognize documents that explore topics of interest to legislators and staff, and present substantive material in an outstanding format.

Below are the 2016 honorees and categories:

**Historical and Cultural Resources**

- **Crossing the Bayou: Louisiana's Historic Bridges** – Louisiana Department of Transportation and Development
- **Minnesota State Capitol: Overview of the Fine Art** – Minnesota Historical Society

**History of Legislation**

- **United States Constitutional Amendments: Minnesota's Legislative History** – Minnesota House Research Department
- **United States Constitutional Amendment Process: Legal Principles for State Legislatures** – Minnesota House Research Department

**Legislatures**

- **Demographic Profiles of Nevada Senate and Assembly Districts of the 78th Session (2015)** – Nevada Legislative Counsel Bureau Research Division
- **Officers of the Senate of Virginia 1776-2016** – Virginia Senate Clerk's Office

**Legislatively Mandated**

- **Flame Retardants and Firefighter Exposure and Health** – Minnesota Department of Health Environmental Surveillance and Assessment Section

A Legislated Study of Raising the Age of Juvenile Jurisdiction in Louisiana: the Future of Juvenile Jurisdiction in Louisiana. In Response to Concurrent Resolution 73 (2015) – The Institute for Public Health and Justice at the Louisiana State University's Health Science Center

**Legislator's Guide**

- **2015 North Dakota Finance Facts** – North Dakota Legislative Council
2016 Notable Document Awards cont.

Performance Evaluation

Risk of Bias in Administrative Hearings – Idaho Office of Performance Evaluations

Public Policy--Education

The Every Student Succeeds Act ("The ESSA Collection") – Tennessee Offices of Research and Education Accountability and Comptroller of the Treasury

Public Policy--Health

Unfunded Actuarial Liability for Retiree Health is Large, but State Could Save Up to $64 Million Annually by Shifting Costs to Medicare Advantage Plans – North Carolina General Assembly Program Evaluation Division

Notable Document Award winners Ginny Edwards, Virginia and Matt Gehring, Minnesota.
**NCSL Publications**

**April 2016**
- State Efforts to Collect Taxes from Remote Sellers | Vol. 24, No. 13
- States Continue to Turn to Ethics Commissions | Vol. 24, No. 14
- Increasing Access to Epinephrine | Vol. 24, No. 15
- Evidence-Based Policies to Prevent Teen Pregnancy | Vol. 24, No. 16

**May 2016**
- Preventing Elderly Falls | Vol. 24, No. 17
- U.S. Disability Services and Spending | Vol. 24, No. 18
- Income Tax Checkoff Programs | Vol. 24, No. 19
- Rethinking Solitary Confinement for Juveniles | Vol. 24, No. 20

**June 2016**
- Should School Buses Have Seat Belts? | Vol. 24, No. 21
- Healthy Foods in Schools | Vol. 24, No. 22
- Civility: Does it Matter? | Vol. 24, No. 23
- Adult Adoptee Access to Birth Certificates | Vol. 24, No. 24

**July 2016**
- Telehealth and Licensing Interstate Providers | Vol. 24, No. 25
- School Bathroom Access for Transgender Students | Vol. 24, No. 26
- Automatically Sealing or Expunging Juvenile Records | Vol. 24, No. 27
- Updating Life Insurance Reserve Formulas | Vol. 24, No. 28

**August 2016**
- Tutoring Young Students in Reading and Math | Vol. 24, No. 29
- Traffic Safety on Tribal Lands | Vol. 24, No. 30
- Electricity Use in Marijuana Production | Vol. 24, No. 31
- Funding Social Programs with Social Impact Bonds | Vol. 24, No. 32

**September 2016**
- Addressing Homelessness | Vol. 24, No. 33
- Access to Diabetes Prescription Drug Coverage | Vol. 24, No. 34
- Performance-Based Budgeting in the States | Vol. 24, No. 35
- Saving for College: 529 Plans | Vol. 24, No. 36

**Did You Know?**

The LSCC is made up of the NCSL staff officers, legislative staff members on the NCSL Executive Committee, the staff officers of the NCSL Standing Committees, two officers of each of the ten staff sections, and four discretionary appointments of the NCSL Staff Chair. The LSCC oversees NCSL’s legislative staff services, coordinates the work of the ten staff sections of NCSL, and promotes professional development of legislative staff.

**Quote from T.S. Eliot near the Circulation Desk at the Harold Washington Library, Chicago, Ill.**

The very existence of libraries affords the best evidence that we may yet have hope for the future of man.

- T.S. Eliot

**Photo credits for the Legislative Summit and/or Fall PDS: Jennifer Bernier, Patricia Reichert, Betsy Haugen, Megan McClure**