



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3262		DATE: 3/10/2026
COMMITTEE: Economic Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DEBORAH A KIMMET		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 3/10/2026 4:25 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Dear Chair and members of the committee,
I was the lead for shepherding the IMPact through Montana which enacted the legislation in 2025. I support this legislation as it is backed by the FSMTB.
Any attempts to amend it is not supported by those of us in Montana as the legislation must be uniform and unchanged.
I urge a DO PASS on HB 3262.
Thank you!



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ERIC BUSICK		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: KEVIN SNEDDEN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/10/2026 12:00 AM
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: KIRBY CLARK ELLIS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 3/7/2026 3:59 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing as a Licensed Massage Therapist Instructor based in NorthWest Arkansas to respectfully urge you to support HB 3262 and SB 1673, legislation that would allow Missouri to join the official model legislation of the Interstate Massage Compact (IMpact).

Arkansas proudly became the third state in the nation to enact the official IMpact model legislation. Because we adopted the language exactly as written, we are positioned to participate in a growing multi-state system designed to support license portability, workforce mobility, and strong public protection while maintaining each state’s authority to regulate the profession.

Missouri’s HB 3262 and SB 1673 use that same official model language, which is essential because interstate compacts only function when states enact uniform legislation. Passing the standardized language ensures Missouri can fully participate in the multistate system and collaborate with other member states (currently 5 including: Nevada, Ohio, Arkansas, Virginia, and Montana) as the compact expands.

This is particularly meaningful for those of us in neighboring Arkansas. Missouri has been part of my life for many years. I still remember the first time I saw the Gateway Arch as a recent high school graduate—I unexpectedly found myself tearing up when it came into view. Years later, my spouse and I chose Branson as the destination for our honeymoon. Experiences like these remind me how closely connected our states truly are.

Those connections are not just personal—they are professional.

For example, I once worked at a spa in Bentonville and was asked if we could send a few massage therapists to help cover a busy weekend at a sister spa in Branson. Our therapists were eager to help, but we could not legally do so because we did not hold Missouri licenses in addition to our Arkansas licenses. Situations like this happen regularly in border regions, where businesses and professionals want to collaborate but are blocked by the current licensing structure.

The Interstate Massage Compact would solve exactly these kinds of challenges. Under IMpact, a qualified therapist with a multistate license can practice in all other participating states, rather than applying for and maintaining separate licenses in each one.

The compact itself was not created overnight. It was developed through a rigorous multi year process with input from regulators, educators, employers, therapists, and policymakers across the country.

Momentum is growing across the region. Arkansas has already joined the compact, and this year Illinois and Kentucky—Missouri's neighbors to the north and east—also have active IMpact legislation pending this year. Passage of HB 3262 and SB 1673 would position Missouri to be part of a strong regional network supporting mobility, economic opportunity, and access to therapeutic care.

Simply put, the compact helps neighboring states support one another while maintaining high professional standards and strong regulatory oversight.

For a region as interconnected as ours, this cooperation makes sense. And for The Show Me State, supporting HB 3262 and SB 1673 would demonstrate leadership in modernizing licensure while protecting the public and strengthening the massage therapy workforce.

Thank you for your time, service, and thoughtful consideration of this legislation. I sincerely hope you will support HB 3262 and SB 1673 and help Missouri join Arkansas and other states in the official Interstate Massage Compact.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: PATTY GLENN		PHONE NUMBER: 913-808-0930	
BUSINESS/ORGANIZATION NAME: FEDERATION OF STATE MASSAGE THERAPY BOARDS		TITLE: DIRECTOR OF PROF. MOBILITY	
ADDRESS: 7300 COLLEGE BLVD #650			
CITY: OVERLAND PARK		STATE: KS	ZIP: 66223
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: ARNIE C. A.C. "HONEST ABE" DIENOFF		PHONE NUMBER: 314-440-9000	
BUSINESS/ORGANIZATION NAME: STATE PUBLIC ADVOCACY		TITLE: STATE PUBLIC ADVOCATE	
ADDRESS: PO BOX 1535			
CITY: O'FALLON		STATE: MO	ZIP: 63366
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: LISA PANNETT		PHONE NUMBER:	
REPRESENTING:		TITLE:	
ADDRESS:			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH BERRY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 3/9/2026 9:13 PM	

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This notice is submitted to preserve the legislative record regarding structural and constitutional concerns arising from House Bill 3262, the proposed Interstate Massage Compact.

HB 3262 would not merely provide reciprocity for massage therapists. It would bind Missouri to an interstate compact that creates a multistate regulatory commission with the power to promulgate rules having the force of law, maintain a shared disciplinary and investigative database, assess fees, enforce compact compliance, and supersede conflicting state law to the extent of conflict.

Several aspects of the bill warrant careful constitutional and structural scrutiny.

First, the compact vests substantial rulemaking authority in the Interstate Massage Compact Commission. Those rules would have the force of law in each Member State, yet would not be subject to Missouri’s ordinary administrative rulemaking requirements. While the compact contains a mechanism by which a majority of member-state legislatures may reject a rule, that structure does not eliminate the underlying concern that future regulatory standards affecting Missouri licensees may be created outside Missouri’s ordinary legislative and administrative process.

Second, the compact requires broad multi-state data sharing, including not only final disciplinary actions but also “Investigative Information” and “Current Significant Investigative Information.” Because such information may concern unresolved matters and may be reported across state lines before final adjudication, the compact raises significant due process and fairness concerns for affected licensees.

Third, HB 3262 expressly provides that conflicting state laws are superseded to the extent of conflict. This provision represents a meaningful transfer of regulatory priority from Missouri’s own statutory framework to the compact structure and the rules of the interstate commission.

Fourth, the compact grants broad immunity, defense, and indemnification protections to the Commission and its officers while simultaneously limiting enforcement of the compact against the Commission to Member States only. This structure may create an accountability gap for individual licensees directly affected by compact actions or rules.

Finally, the bill authorizes broad subpoena enforcement across state lines and a centralized disciplinary and investigatory system administered through an interstate entity. Where professional licensure, due process, and investigatory records are involved, such arrangements require precise

guardrails and clear accountability mechanisms.

**HB 3262 therefore raises substantial concerns involving:
delegation of regulatory authority,
due process and reputational harms from investigative data sharing,
circumvention of ordinary state administrative safeguards,
and the transfer of regulatory control to an interstate commission whose rules may supersede
conflicting state law.**

This notice is submitted to preserve the legislative record regarding those concerns.