

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

HOUSE BILL 342

42ND LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 1996

INTRODUCED BY

BARBARA A. PEREA CASEY

AN ACT

RELATING TO PROFESSIONAL LICENSING; ENACTING THE OCCUPATIONAL
THERAPY ACT; PROVIDING LICENSURE REQUIREMENTS; CREATING A BOARD;
PROVIDING POWERS AND DUTIES; CREATING A FUND; PROVIDING
DISCIPLINARY AND CRIMINAL PENALTIES; REPEALING AND ENACTING
SECTIONS OF THE NMSA 1978; MAKING AN APPROPRIATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. SHORT TITLE. --This act may be cited as the
"Occupational Therapy Act".

Section 2. PURPOSE. --It is the purpose of the Occupational
Therapy Act to provide for the regulation of persons offering
occupational therapy services to the public in order to
safeguard the public health, safety and welfare, to protect the
public from being misled by incompetent and unauthorized
persons, to assure the highest degree of professional conduct on

Underscored material = new
[bracketed material] = delete

1 the part of registered occupational therapists and certified
2 occupational therapy assistants and to assure the availability
3 of occupational therapy services of high quality to persons in
4 need of such services.

5 Section 3. DEFINITIONS.--As used in the Occupational
6 Therapy Act:

7 A. "board" means the board of examiners for
8 occupational therapy;

9 B. "censure" means a formal expression of
10 disapproval that is publicly announced;

11 C. "certified occupational therapy assistant" means
12 a person having no less than an associate degree in occupational
13 therapy who is certified by the American occupational therapy
14 certification board and licensed in New Mexico to assist a
15 registered occupational therapist in occupational therapy under
16 the supervision of the registered occupational therapist;

17 D. "denial of license" means that a person is barred
18 from becoming licensed to practice in accordance with the
19 provisions of the Occupational Therapy Act either indefinitely
20 or for a certain period;

21 E. "licensee" means a registered occupational
22 therapist or certified occupational therapy assistant, as
23 appropriate;

24 F. "occupational therapy" means the use of
25 purposeful activity or intervention designed to achieve

Underscored material = new
[bracketed material] = delete

1 functional outcomes that promote health, prevent injury or
2 disability and develop, improve, sustain or restore to the
3 highest possible level of independence a person who has an
4 injury, illness, psychosocial dysfunction, mental illness,
5 developmental or learning disability, physical disability or
6 other disorder or condition;

7 G. "occupational therapy aide or technician" means
8 an unlicensed person who assists in occupational therapy, who
9 works under direct supervision of a registered occupational
10 therapist or certified occupational therapy assistant;

11 H. "person" means an individual, association,
12 partnership, unincorporated organization or corporate body;

13 I. "probation" means continued licensure is subject
14 to fulfillment of specified conditions such as monitoring,
15 education, supervision or counseling;

16 J. "registered occupational therapist" means a
17 person having no less than a baccalaureate degree in
18 occupational therapy who is registered by the American
19 occupational therapy certification board and licensed in New
20 Mexico to practice occupational therapy;

21 K. "reprimand" means a formal expression of
22 disapproval that shall be retained in the licensee's file but
23 shall not be publicly announced;

24 L. "revocation" means permanent loss of licensure;
25 and

Underscored material = new
[bracketed material] = delete

1 M "suspension" means the loss of licensure for
2 a certain period, after which the person may be required to
3 apply for reinstatement.

4 Section 4. OCCUPATIONAL THERAPY SERVICES. --

5 A. Occupational therapy services include the
6 assessment, reassessment, planning and discontinuation of:

7 (1) the provision of treatment in consultation
8 with the individual, family or other appropriate persons;

9 (2) treatment directed toward developing,
10 improving or restoring daily living skills, including self-care
11 skills and activities that involve interactions with others and
12 the environment, work readiness or work performance, play skills
13 or leisure capacities or enhancing educational performance
14 skills;

15 (3) the development, improvement or restoration
16 of sensorimotor, perceptual or neuromuscular functioning; or
17 emotional, motivational, cognitive or psychosocial components of
18 performance; and

19 (4) education of individuals, families or the
20 appropriate persons in carrying out appropriate treatment
21 objectives.

22 B. The services provided for in Subsection A of this
23 section shall encompass the assessment of needs and the design,
24 development, adaptation, application or training in the use of
25 assistive technology devices; the design, fabrication or

Underscored material = new
[bracketed material] = delete

1 application of rehabilitative technology such as selected
2 orthotic devices; training in the use of orthotic devices; the
3 application and training in the use of physical agent modalities
4 as an adjunct to or in preparation for purposeful activity; the
5 application of ergonomic principles; the adaptation of
6 environments and processes to enhance functional performance;
7 and the promotion of health and wellness.

8 Section 5. SUPERVISION--REQUIRED--DEFINED.--No
9 occupational therapy shall be performed by any certified
10 occupational therapy assistant, occupational therapy aide or
11 technician, or by any person practicing on a provisional permit,
12 unless such therapy is supervised by a registered occupational
13 therapist. The board shall adopt regulations defining
14 supervision, which definitions may include various categories
15 such as "close supervision", "routine supervision" and "general
16 supervision".

17 Section 6. LICENSE REQUIRED.--

18 A. Unless licensed to practice the level of
19 occupational therapy provided in the Occupational Therapy Act,
20 no person shall practice as a registered occupational therapist
21 or certified occupational therapy assistant.

22 B. It is unlawful for any person not licensed
23 pursuant to the Occupational Therapy Act or whose license has
24 been denied, suspended or revoked in this or another state to
25 hold himself out as a registered occupational therapist or

Underscored material = new
[bracketed material] = delete

1 certified occupational therapy assistant or to use words or
2 titles containing "occupational therapist", "registered
3 occupational therapist", "occupational therapy assistant" or
4 "certified occupational therapy assistant" that would indicate
5 or imply that the person is licensed as a registered
6 occupational therapist or certified occupational therapy
7 assistant.

8 C. No facility or employer shall represent that it
9 offers occupational therapy unless it utilizes the services of a
10 licensee pursuant to the provisions of the Occupational Therapy
11 Act.

12 D. A person offering or assisting in the offering of
13 occupational therapy shall be properly identified by a name
14 badge or other identification indicating whether he is a
15 registered occupational therapist, certified occupational
16 therapy assistant, an occupational therapy aide or technician or
17 a person practicing under a provisional permit.

18 Section 7. EXEMPTIONS. -- Nothing in the Occupational
19 Therapy Act shall be construed as preventing or restricting the
20 practice, services or activities of:

21 A. a person engaged in the profession or occupation
22 for which he is licensed in New Mexico;

23 B. a person lawfully engaged in a profession or
24 occupation known by a name other than occupational therapy when
25 engaged in that profession or occupation;

Underscored material = new
[bracketed material] = delete

1 C. a person pursuing a course of study leading to a
2 degree or certificate in occupational therapy in an educational
3 program accredited or seeking accreditation by the accreditation
4 council of occupational therapy education if the activities and
5 services constitute part of the supervised course of study and
6 if that person is designated by a title that clearly indicates
7 his status as a student or trainee;

8 D. a person fulfilling the supervised student field
9 work experience requirement pursuant to the Occupational Therapy
10 Act if the activities and services constitute part of the
11 experience necessary to meet that requirement; and

12 E. an occupational therapist or occupational therapy
13 assistant licensed in another state from conducting continuing
14 education, workshops or seminars in New Mexico.

15 Section 8. BOARD CREATED. --

16 A. The "board of examiners for occupational therapy"
17 is created.

18 B. The board shall consist of five members appointed
19 by the governor who have been residents of the state for two
20 years preceding the appointment.

21 C. Three members shall be licensed under the
22 provisions of the Occupational Therapy Act; have a minimum of
23 five years' professional experience, with two years' experience
24 in New Mexico; and have not had their licenses suspended or
25 revoked by this or any other state. One of the professional

Underscored material = new
[bracketed material] = delete

1 members may be a certified occupational therapy assistant; one
2 of the professional members may be a retired registered
3 occupational therapist.

4 D. The two public members shall have no direct
5 interest in the profession of occupational therapy. The public
6 members shall not:

7 (1) have been convicted of a felony;

8 (2) be habitually intemperate or be addicted to
9 the use of habit-forming drugs or be addicted to any vice to
10 such a degree as to render him unfit to fulfill his board duties
11 and responsibilities; or

12 (3) be guilty of any violation of the
13 Controlled Substances Act.

14 E. Appointments shall be made for staggered terms of
15 three years with no more than two terms ending at any one time.
16 No board member shall serve more than two consecutive terms.
17 Vacancies shall be filled for the unexpired term by appointment
18 by the governor prior to the next scheduled board meeting.

19 F. No individual member of the board is liable in a
20 civil or criminal action for any act performed in good faith in
21 the execution of his duties as a member of the board.

22 G. Members of the board shall be reimbursed for per
23 diem and travel expenses as provided in the Per Diem and Mileage
24 Act and shall receive no other compensation, perquisite or
25 allowance.

Underscored material = new
[bracketed material] = delete

1 H. A simple majority of the board members currently
2 serving shall constitute a quorum of the board for the conduct
3 of business.

4 I. The board shall meet at least four times a year
5 and at such other times as it deems necessary. Additional
6 meetings may be convened at the call of the president of the
7 board or on the written request of any two board members to the
8 president. Meetings of the board shall be conducted in
9 accordance with the provisions of the Open Meetings Act.

10 J. Any member failing to attend three consecutive
11 meetings, unless excused as provided by board policy, shall
12 automatically be recommended for removal as a member of the
13 board.

14 K. At the beginning of each fiscal year, the board
15 shall elect a president, vice president and a secretary-
16 treasurer.

17 Section 9. BOARD--POWERS AND DUTIES. --

- 18 A. The board shall:
- 19 (1) adopt, file, amend or repeal rules and
20 regulations in accordance with the Uniform Licensing Act to
21 carry out the provisions of the Occupational Therapy Act;
- 22 (2) use funds for the purpose of meeting the
23 necessary expenses incurred in carrying out the provisions of
24 the Occupational Therapy Act;
- 25 (3) adopt a code of ethics;

Underscored material = new
[bracketed material] = delete

1 (4) enforce the provisions of the Occupational
2 Therapy Act to protect the public by conducting hearings on
3 charges relating to the discipline of licensees, including the
4 denial, suspension or revocation of a license;

5 (5) establish and collect fees;

6 (6) provide for examination for and issuance,
7 renewal and reinstatement of licenses;

8 (7) establish, impose and collect fines for
9 violations of the Occupational Therapy Act;

10 (8) appoint a registrar to keep records and
11 minutes necessary to carry out the functions of the board; and

12 (9) obtain the legal assistance of the attorney
13 general.

14 B. The board may:

15 (1) hire or contract with an attorney to give
16 advice and counsel in regard to any matter connected with the
17 duties of the board, to represent the board in any legal
18 proceedings and to aid in the enforcement of the Occupational
19 Therapy Act; the board shall set the compensation of the
20 attorney to be paid from the funds of the board;

21 (2) issue investigative subpoenas for the
22 purpose of investigating complaints against licensees prior to
23 the issuance of a notice of contemplated action;

24 (3) hire or contract with an investigator to
25 investigate complaints that have been filed with the board; the

Underscored material = new
[bracketed material] = delete

1 board shall set the compensation of the investigator to be paid
2 from the funds of the board;

3 (4) inspect establishments; and

4 (5) designate hearing officers.

5 Section 10. BOARD--ADMINISTRATIVE PROCEDURES. --

6 A. The board may employ and discharge such employees
7 as it deems necessary and shall determine their duties and set
8 their compensation.

9 B. The board shall appoint a registrar who is either
10 the board member elected as the secretary-treasurer or such
11 other person as the board may designate who is an employee of
12 the board or the state. The registrar of the board may receive
13 reimbursement for necessary expenses incurred in carrying out
14 his duties and, if he is an employee, such compensation as the
15 board may set. The registrar shall keep a written record in
16 which shall be registered the name, license number, date of
17 license issuance, current address, record of annual license fee
18 payments, minutes and any other data as the board deems
19 necessary regarding licensees.

20 Section 11. REQUIREMENTS FOR LICENSURE. --

21 A. A license to practice as a registered
22 occupational therapist or a certified occupational therapy
23 assistant shall be issued to any person who files a completed
24 application, accompanied by the required fees and documentation,
25 and who submits satisfactory evidence that the applicant has:

Underscored material = new
[bracketed material] = delete

1 (1) successfully completed the academic
2 requirements of an educational program in occupational therapy
3 that is either:

4 (a) accredited by the American
5 occupational therapy association's accreditation council for
6 occupational therapy education; or

7 (b) in the case of a foreign-trained
8 occupational therapist, accepted by the American occupational
9 therapy certification board when the therapist applies to take
10 that board's examination;

11 (2) successfully completed a period of
12 supervised field work experience at a recognized educational
13 institution or a training program approved by the educational
14 institution where the registered occupational therapist or the
15 certified occupational therapy assistant has met the academic
16 requirements of Paragraph (1) of this subsection;

17 (3) has passed an examination prescribed by the
18 American occupational therapy certification board or the board
19 of examiners for occupational therapy; and

20 (4) has no record of unprofessional conduct or
21 incompetency.

22 B. In the case of a certified occupational therapy
23 assistant or a person practicing on a provisional permit, the
24 applicant shall file with the board a signed, current statement
25 of supervision by the registered occupational therapist who will

Underscored material = new
[bracketed material] = delete

1 be the responsible supervisor.

2 C. The board shall verify, as necessary, information
3 contained on the completed application and any supporting
4 documentation required to obtain a license.

5 Section 12. EXAMINATIONS. --The board shall require proof
6 of passage of the American occupational therapy certification
7 board examination. The board may require each applicant to pass
8 an examination on the state laws, rules and regulations that
9 pertain to the practice of occupational therapy.

10 Section 13. PROVISIONAL PERMITS. --A provisional permit may
11 be granted to a person who has completed the education and
12 experience requirements of the Occupational Therapy Act. The
13 permit shall allow the person to practice occupational therapy
14 under the supervision of a registered occupational therapist.
15 The provisional permit shall be valid until the date on which
16 the results of the next qualifying examination have been made
17 public. The provisional permit shall not be renewed if the
18 applicant has failed the examination. The board shall verify,
19 as necessary, information contained on the completed application
20 and any supporting documentation required to obtain a license.

21 Section 14. LICENSURE BY ENDORSEMENT. --Upon verification,
22 the board may grant a license to any applicant who presents a
23 current license in good standing as a registered occupational
24 therapist or a certified occupational therapy assistant in
25 another state, the District of Columbia or a territory of the

Underscored material = new
[bracketed material] = delete

1 United States that meets the requirements of Section 11 of the
2 Occupational Therapy Act.

3 Section 15. LICENSE RENEWAL. --

4 A. Each renewal request shall contain the person's
5 name, address and license number. After receipt of information
6 and fees as prescribed by this section, the board shall issue a
7 license certificate.

8 B. Licenses issued pursuant to the Occupational
9 Therapy Act are subject to annual renewal upon submission of a
10 renewal form provided by the board, payment of the annual
11 renewal fee and the required proof of continuing education units
12 or proof of competency as prescribed by the board. A license
13 not renewed on the annual renewal date is expired.

14 C. If a person's license has been expired for five
15 years or less, the person may renew the license upon submission
16 of a renewal form provided by the board, the payment of the
17 annual renewal fee, a late fee and the required proof of
18 continuing education units for the period the license has been
19 expired or proof of competency as prescribed by the board. If a
20 person's license has been expired for more than five years, the
21 person may not renew the license. The person may obtain a new
22 license by compliance with the requirements and procedures for
23 obtaining an original license and any additional proof of
24 competency requested by the board.

25 D. If a person's license has been suspended, it

1 shall not be renewed until it has been reinstated by the board.
2 If a person's license has been suspended it is still subject to
3 annual renewal. The person may renew the license as provided in
4 this section, but renewal does not entitle the licensee, while
5 the license is suspended, to engage in the licensed activity or
6 in any other conduct or activity in violation of the order or
7 judgment by which the license was suspended.

8 E. If a person's license has been revoked on
9 disciplinary grounds, and has been reinstated by the board, the
10 licensee shall pay the annual renewal fee and any applicable
11 late fee as a condition of reinstatement.

12 Section 16. DISPLAY OF LICENSE. --

13 A. Each licensee shall display his current license
14 certificate in a conspicuous place in the principal office where
15 he practices occupational therapy. At secondary places of
16 employment, documentation of license shall be verified by
17 photocopy with a note attached indicating where the current
18 license certificate is posted.

19 B. A consumer information sign shall be displayed in
20 the principal place of practice. The consumer information sign
21 shall read:

22 "Complaints regarding noncompliance with
23 the Occupational Therapy Act can be
24 directed to the board of examiners for
25 occupational therapy".

Underscored material = new
[bracketed material] = delete

1 Section 17. INACTIVE LICENSES. --A license in good standing
2 may be transferred to inactive status upon written request to
3 the board and payment of an annual inactive status fee as set by
4 the board. Such request shall be made prior to the expiration
5 of the license. The licensee shall not practice in New Mexico
6 during the time the license is inactive. A licensee may
7 reactivate his license upon submission of a renewal form
8 provided by the board, the payment of the annual renewal fee for
9 the current year, proof of continuing education units for the
10 period of inactive status and any additional proof of competency
11 requested and prescribed by the board.

12 Section 18. FEES. --The board shall establish a schedule of
13 reasonable fees, including an initial licensure fee, an annual
14 renewal fee, an examination fee, a late renewal fee and an
15 inactive status fee. The initial licensure fee is not
16 refundable and shall cover the cost of processing the
17 application and shall include, for successful applicants, the
18 initial annual renewal fee. The board may impose reasonable
19 administration and duplicating fees or any penalties deemed
20 appropriate.

21 Section 19. UNIFORM LICENSING ACT. --The Occupational
22 Therapy Act is enforceable according to the procedures set forth
23 in the Uniform Licensing Act.

24 Section 20. FUND CREATED. --

25 A. The "board of examiners for occupational therapy

Underscored material = new
[bracketed material] = delete

1 fund" is created in the state treasury.

2 B. Money received by the board pursuant to the
3 Occupational Therapy Act shall be deposited in the fund. Money
4 in the fund shall not revert to the general fund at the end of
5 any fiscal year.

6 C. Money in the fund is appropriated solely to the
7 board for the purpose of meeting the necessary expenses incurred
8 in carrying out the provisions of the Occupational Therapy Act.

9 Section 21. PENALTIES. --

10 A. An unlicensed person, other than an occupational
11 therapy aide or technician, occupational therapy student or
12 occupational therapy assistant student or person practicing
13 under a provisional permit, who practices occupational therapy
14 is guilty of a misdemeanor and upon conviction shall be
15 sentenced pursuant to Section 31-19-1 NMSA 1978.

16 B. A person who represents that he offers
17 occupational therapy services without utilizing a licensee is in
18 violation of the Occupational Therapy Act and shall be subject
19 to a fine equal to ten percent of billed charges for those
20 services. In addition, the violator shall be required to
21 utilize the services of a licensee in order to provide
22 occupational therapy services.

23 C. The board shall deny an application for licensure
24 if it finds that the applicant made false statements or provided
25 false information in connection with an application for

Underscored material = new
[bracketed material] = delete

1 licensure.

2 Section 22. DISCIPLINARY ACTION--DENIAL, SUSPENSION OR
3 REVOCATION.--In accordance with procedures established by the
4 Uniform Licensing Act, the board may deny, suspend or revoke any
5 license or permit held or applied for under the Occupational
6 Therapy Act upon the grounds that the licensee or applicant is
7 incompetent, impaired or has engaged in unethical behavior. The
8 board shall define such grounds by regulation. Disciplinary
9 sanctions may also include probation, censure or reprimand,
10 according to board regulations.

11 Section 23. CRIMINAL OFFENDER EMPLOYMENT ACT.--The
12 provisions of the Criminal Offender Employment Act shall govern
13 any consideration of criminal records required or permitted by
14 the Occupational Therapy Act.

15 Section 24. TERMINATION OF AGENCY LIFE--DELAYED
16 REPEAL.--The board of examiners for occupational therapy is
17 terminated on July 1, 1997 pursuant to the provisions of the
18 Sunset Act. The board shall continue to operate according to
19 the provisions of the Occupational Therapy Act until July 1,
20 1998. Effective July 1, 1998, the Occupational Therapy Act is
21 repealed.

22 Section 25. TEMPORARY PROVISION--TRANSFER.--Upon the
23 effective date of the Occupational Therapy Act all property,
24 funds, records, responsibilities and duties of the board of
25 occupational therapy practice are transferred to the board of

Underscored material = new
[bracketed material] = delete

1 examiners for occupational therapy.

2 Section 26. TEMPORARY PROVISION-- EXISTING REGULATIONS--
3 LICENSURE UNDER PRIOR LAW. --

4 A. Existing regulations regarding occupational
5 therapy services shall remain in effect until new regulations
6 are adopted pursuant to the provisions of the Occupational
7 Therapy Act.

8 B. Any person licensed to perform occupational
9 therapy services pursuant to the provisions of prior law, whose
10 license is valid on July 1, 1996, is entitled to renew his
11 license pursuant to the provisions of the Occupational Therapy
12 Act.

13 Section 27. REPEAL. -- Sections 61-12A-1 through 61-12A-20
14 NMSA 1978 (being Laws 1983, Chapter 267, Sections 1 through 19
15 and 21, as amended) are repealed.

16 Section 28. EFFECTIVE DATE. -- The effective date of the
17 provisions of this act is July 1, 1996.

State of New Mexico House of Representatives

**FORTY- SECOND LEGISLATURE
SECOND SESSION, 1996**

February 6, 1996

Mr. Speaker:

**Your BUSINESS AND INDUSTRY COMMITTEE, to whom has
been referred**

HOUSE BILL 342

**has had it under consideration and reports same with
recommendation that it DO PASS, and thence referred to the
APPROPRIATIONS AND FINANCE COMMITTEE.**

Respectfully submitted,

Fred Luna, Chairman

FORTY-SECOND LEGISLATURE
SECOND SESSION, 1996

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Adopted _____ Not Adopted _____

(Chief Clerk) (Chief Clerk)

Date _____

The roll call vote was 7 For 0 Against

Yes: 7

Excused: Gurule, Hobbs, Olguin, Varela, Rodella

Absent: None

H0342BI1

Underscored material = new
~~[bracketed material] = delete~~

State of New Mexico House of Representatives

FORTY-SECOND LEGISLATURE
SECOND SESSION, 1996

FEBRUARY 8, 1996

Mr. Speaker:

Your APPROPRIATIONS AND FINANCE COMMITTEE, to
whom has been referred

HOUSE BILL 342

has had it under consideration and reports same with
recommendation that it DO PASS.

Respectfully submitted,

Max Coll, Chairman

Underscored material = new
[bracketed material] = delete

FORTY-SECOND LEGISLATURE
SECOND SESSION, 1996

HB342

Page 23

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Adopted _____ Not Adopted _____

(Chief Clerk) (Chief Clerk)

Date _____

The roll call vote was 11 For 0 Against

Yes: 11

Excused: Bird, Gentry, Martinez, Reyes, Salazar, Varela,

Watchman

Absent: none

H0342AF1

Underscored material = new
~~[bracketed material] = delete~~

FORTY-SECOND LEGISLATURE
SECOND SESSION, 1996

1 HB342

Page 24

2

3

4

FORTY-SECOND LEGISLATURE
SECOND SESSION, 1996

5

6

7

8

February 12, 1996

9

10

Mr. President:

11

Your PUBLIC AFFAIRS COMMITTEE, to whom has been
referred

12

13

14

HOUSE BILL 342

15

16

has had it under consideration and reports same with
recommendation that it DO PASS.

17

18

19

Respectfully submitted,

20

21

22

23

Shannon Robinson, Chairman

24

25

Adopted _____ Not Adopted _____

Underscored material = new
[bracketed material] = delete

FORTY- SECOND LEGISLATURE
SECOND SESSION, 1996

1 HB342

Page 25

2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

(Chief Clerk)

(Chief Clerk)

Date _____

The roll call vote was 5 For 0 Against

Yes: 5

No: 0

Excused: E. Jennings, Smith, Garcia

Absent: None

H0342PA1

Underscored material = new
[bracketed material] = delete