

Virginia Legislature, HB 322 (Glass)
Hearing: February 1, 2024

My name is Charles Bovey and I urge you to support HB 322. As a military member with over 30 years of time in service, both enlisted and as an officer, my wife and I faced this dilemma numerous times.

I currently own a salon business, Winning Styles, Inc. consisting of 3 salons based out of Chesapeake, Virginia.

This is why HB 322 is important:

- Military members and their families face significant hardships as a result of the numerous deployments and moves as a result of their service. One such challenge revolves around spousal employment and the transportability of licensure. A compact between States resolves many of these issues and enables those affected spouses to more readily find work in their chosen fields.
- Military members move every 24-36 months on average. Their families not only have to deal with the challenges of living in a new location, enrolling children in new schools, locating suitable housing, but also stress due to the loss of income and seniority in the workplace of the military member's spouse. This is significant as they attempt to balance the cost of the move with the inevitable cost of living in a new community.
- When we married, my wife owned her own business and had worked for several national brands prior to that. She had over 20 years of experience in her chosen field of cosmetology. To join me in our adventure, she could no longer own her own business, however, selling her business led to a significant loss of income. In spite of her experience, even with her experience with the national brands, she was repeatedly asked to accept less, often only the state minimum wage being offered as a starting salary, some being no greater than the Federal Minimum Wage of \$7.25 (Especially significant coming from a progressive state where minimum wage was \$15/hr. initially).
- For those States that offered reciprocity, many of the above issues were still factors. Reciprocity requires an administrative lag time. We found that some States are better than others in meeting their administrative responsibilities. This still delayed the ability to search for and accept employment, especially while preparing and conducting the move.

Compacts and transportability resolve many of the issues that my wife faced as we moved around the globe in support of our nation's calling. They allow the Service members and their families to plan in concert with their impending move and removing some of the barriers our military members (especially our young military families) face in meeting their daily personal budgetary needs.

I believe all states should allow universal licensure and compacts between States to enable our military families the ability to move with ease and peace of mind, be it a return from overseas or from State to State. Let's make Virginia one of the first states to have this Compact.

Thank you for your time and consideration,

Sincerely,

Charles Bovey
Lieutenant Colonel - Retired
United States Army