



## Keu Xa Cov Nqi Tawm thiab Keu Sau Cov Nuj Nqis (Billing and Collections)

Tus Zauv Cim Txoj Cai & Qhov Keu Ua	24828
Qhov Qhia Txoj Cai Hom	Administrative Policy & Procedure
Tus Tswv Ntawm Daim Ntawv No	Silva, Natalie
Pib Txij Hnub	10/21/2016
Hnub Rov Saib Dua	10/21/2019
Keu Tsom Kwim Daim Ntawv (Tos Keu Pom Zoo)	CMC Acute Care Facilities
Pom Zoo Los / Pom Zoo Hnub	CMC Legal Services (A): 08/12/2016 11:31AM PST Joe Nowicki, SVP Chief Financial Officer: 08/24/2016 08:39AM PST Patrick Rafferty, Corporate Chief Operations Officer: 08/29/2016 01:38PM PST Tim Joslin, CEO: 08/30/2016 09:51AM PST Finance and Planning (A): 10/21/2016 10:14AM PST
Nyob Licas Lawm (Status / Rev #)	Official (Rev 0)
Xa Los Ntawm	Earnhart, Michele

### I. HOM PHIAJ (PURPOSE)

Los ua zoo tswj thiab saib kom Tsev Kho Mob Community Medical Centers (CMC) xa cov nqi tawm thiab sau kom tau tej nuj nqis thiab ua kom raws li txoj cai muaj.

### II. TXHAIS LICAS (DEFINITIONS)

- A. **Lwm Yam Uas Yuav Tau Ua Ntxiv Thiaj Sau Tau Cov Nuj Nqis (Extraordinary Collection Action(s))**: Qhov tseem yuav tau ua ntxiv es thiaj sau tau cov nuj nqis ces yog thaum muaj ib yam li hauv qab no:
1. Qhia tej xwm txheej tsis zoo txog ntawm ib tug twg mus rau cov chaw ceev tib neeg cov credit (credit agencies or credit bureaus).
  2. Txawm yuav kam pab thiab tsis kam pab, los sis tseev kom yuav tsum tau them qho nqi ua ntej mam li kho tus mob rau nws vim nws tus kheej tsis tau them nws cov nqi ntau tshaj ib zaug dhau los rau Tsev Kho Mob CMC raws li Cov Cai Qhia Cov Keu Pab Them Nuj Nqis teev tseg lawm.
  3. Tej yam uas yuav tsum tau nrhiav kws lij choj los pab hais, tsis tas rau cov no xwb:
    - a. Muab npe mus tso nrog rau tus neeg ntawd tej vaj tse;
    - b. Muab tus neeg ntawd tej vaj tse muag los them;
    - c. Nkag mus los sis txeeb tus neeg ntawd lub as khauj (bank account) los sis lwm yam khoom vaj khoom tsev;
    - d. Pib ua ntaub ntawv foob rau tus neeg ntawd;
    - e. Ua rau tus neeg ntawd raug ntes;
    - f. Ua rau tus neeg ntawd raug xa mus ua pov thawj rau hauv xam; thiab
    - g. Tus neeg ntawd cov nyiaj hauj lwm raug tsom kwim (garnishing).
  4. Muab tus neeg ntawd tej khoom mus muag rau lwm tus.
- B. **Tus Neeg Mob**: Ib tug neeg mob ces yog txhua tus uas tau tuaj txais kev pab kho mob hauv Tsev Kho Mob CMC.
- C. **Cov Cai Qhia Cov Keu Pab Them Nuj Nqis (Financial Assistance Policy)**: Cov Cai Qhia Cov Keu Pab Them Nuj Nqis no yog Tsev Kho Mob CMC txoj cai los nrhiav Keu Pab Cov Neeg Mob

Them Nuj Nqis, yuav nrhiav txhua yam Kev Pab Them Nuj Nqis Kho Mob rau cov neeg mob tau thov kom pab them lawv cov nqi.

- D. **Cov Kev Pab Them Nuj Nqis (Financial Assistance)**: Thaum hais tias Kev Pab Them Nuj Nqis (Financial Assistance) no ces yog hais txog cov kev pab uas Pab Them Tag Nrho Cov Nuj Nqis (Full Charity Care), Cov Pab Them Ib Nrab Ntawm Cov Nuj Nqis (Partial Charity Care), Cov Pab Them Cov Nuj Nqis Raug Ntau Tshaj (High Medical Cost Charity Care), thiab Cov Kev Pab Them Rau Cov Nqi Tshwj Xeeb (Special Circumstances Charity Care).
- E. **Hom Lus Tsev Kho Mob CMC Hais (Primary Language of CMC's Service Area)**: Hom lus uas Tsev Kho Mob CMC xiv los pab tib neeg yog hom uas siv tsawg kawg yog 1,000 tus neeg los sis 5% ntawm cov neeg uas Tsev Kho Mob CMC pab, los sis cov neeg zej zog uas tuaj rau hauv Tsev Kho Mob CMC no. Tej zaum Tsev Kho Mob CMC yuav txiav txim seb muaj tsawg feem pua los sis tsawg leej neeg uas paub lus tsis zoo tuaj rau hauv Tsev Kho Mob CMC no ces mam nrhiav kev pab raws li yam lus nws paub.
- F. **Cov Neeg Mob Tsis Muaj Kev Pab Them Nqi Kho Mob (Uninsured Patients)**: Tus neeg mob tsis muaj pab kas phais yog tus uas tsis muaj kev yuav them taus nws tej nqi kho mob li, tsis hais yuav yog tej pab kas phais them nqi kho mob twg, los sis tsoom fww tej qhoos kas pab los yeej tsis muaj li, thiab tsis muaj lwm tus neeg yuav pab them tau, los sis nws twb siv tag qhov nws muaj ua ntej nkag tuaj rau hauv tsev kho mob lawm.
- G. **Cov Neeg Mob Muaj Kev Pab Them Nqis Kho Mob (Insured Patients)**: Tus neeg mob muaj kev pab them nqis kho mob yog tus uas muaj lwm tus neeg pab them nws ib co nqi kho mob.
- H. **Tus Neeg Mob Qhov Nqi Uas Nws Yuav Tau Them (Patient Responsibility Amount)**: Tus neeg mob uas muaj kev pab them nqi kho mob (Insured Patient) yuav tau them rau qhov nqi uas nws yuav tau rho hauv nws hnab ris (out-of-pocket) los them tom qab cov pab kas phais twb los them tag cov nuj nqis lawm tiam sis tshuav qhov uas nws yuav tau them nws ntawd.
- I. **Cov Chaw Taug Qab Nuj Nqis (Collection Agency)**: Cov Chaw Taug Qab Nuj Nqis no yog cov chaw Tsev Kho Mob CMC kom ua hauj lwm rau lawv uas yog los caum kom cov neeg mob tsis tau them cov nqi kho mob mus rau lawv.
- J. **Cov Nqis Kom Them (Billed Charges)**: Cov Nqis Kom Them no yog cov uas Tsev Kho Mob CMC tsis kam muab txo ntxiv lawm uas yog cov nqi tus neeg mob yuav tsum tau them rau qhov uas lawv tau kho los yog pab nws lawm.

### III. TXOJ CAI (POLICY)

- A. Tsev Kho Mob CMC yuav xa daim nqi mus rau cov neeg mob thiab lwm tus neeg thij peb kom raug zoo, kov ncav sij hawm, thiab ua kom raws txhua txoj cai, tsis pub muaj qhov txwv, raws Xeev California txoj cai Health and Safety Code section 127400 et. seq. thiab raws li cov cai hauv Loos Kam Tswj Nyiaj Txiag hauv Teb Chaws Miska (United States Department of Treasury) no li hauv qab txoj cai section 501(r) hauv Tsev Ua Se (Internal Revenue Code).
- B. Txoj cai no siv tau tag nrho rau cov Tsev Kho Mob CMC, thiab tag nrho cov chaw uas Tsev Kho Mob CMC kom los ua tus taug qab sau lawv cov nqi rau lawv los ntawm cov neeg mob.
- C. Tshwj tsis yog qhia kiag kom meej, txoj cai no yuav siv tsis tau rau cov kws kho mob los sis lwm cov chaw kuaj mob, nrog rau kws kho mob cov chaw kuaj mob muaj xwm txheej ceev, cov kws tso tshuaj tsaug zog los sis kws phais neeg (anesthesiologists), cov kws kuaj kab mob thiab kho mob (radiologists), cov kws kuaj mob hauv tsev khomob (hospitalists), cov kws kuaj mob (pathologists), thiab lwm cov kws kuaj mob uas cov nuj nqis tsis nyob nrog Tsev Kho Mob CMC cov. Txoj cai no yuav tsis tsim ib qho kev cog lus dabtsi tias Tsev Kho Mob CMC yuav tau them rau lwm cov kws kuaj mob li hais no los sis lwm qhov chaw kho mob no cov kev pab. Nyob hauv Xeev California, tus kws Kho Mob Thaum Muaj Xwm Txheej Ceev (Emergency Physician) uas pab kuaj mob nyob hauv chaw kuaj mob muaj xwm txheej ceev yuav tsum muaj kev txo tus nqi rau cov neeg tsis muaj kev pab them nuj nqis thiab cov uas muaj kev pab them nuj nqis los them tus nqi siab uas tau nyiaj los rau hauv tsev nqis tshaj 350% los ntawm Tsoom Fwm Txoj Kab Qhia Nyiaj Tias Yog Neeg Txom Nyem (FPL).

## IV. TXOJ KEV UA (PROCEDURE)

- A. Kev Nug Cov Ntaub Ntawv Uas Yuav Them Nuj Nqis (Obtaining Coverage Information)
  - 1. Tsev Kho Mob CMC yuav ua txhua yam los nug cov neeg mob kom muab lawv cov pab kas phais them nqi kho mob los sis seb lawv puas tau txais kev pab them nqi dabtsi los hauv tsoom fwv los uas yuav pab them tag nrho los sis pab ib nrab nqi rau Tsev Kho Mob CMC cov kev pab rau cov neeg mob.
- B. Kev Xa Cov Nqi Mus Rau Tus Neeg Thij Peb (Billing Third Parties)
  - 1. Tsev Kho Mob CMC yuav xa cov nqi uas tsis tau them mus rau tus thij peb kom them, nrog tag nrho tabsis tsis yog cov uas muaj ntawv cog lus nrog thiab cov tsis muaj huvs, cov pab kas phais, cov pab kas phais tsheb, thiab lwm yam kev pab them nqi los hauv tsoom fwv los rau cov neeg mob. Tsev Kho Mob CMC yuav muab cov nqi uas tsis tau them ntawd xa tag nrho mus rau tus neeg thij peb (third parties) raws li qhia los ntawm tus neeg mob los sis nws tus neeg sawv cev kom ncav sijhawm.
- C. Kev Xa Cov Nqi Mus Rau Cov Neeg Mob Uas Muaj Kev Pab Them Nqi Kho Mob
  - 1. Tsev Kho Mob CMC yuav xa cov nqi no ceev nrooj mus rau cov Neeg Mob Uas Muaj Kev Pab Them Nqi Kho Mob qhov chaw them nqi kom xa qhov nqi kho mob uas qhia tias yog nqi dabtsi (Explanation of Benefits (“EOB”)) no ncaj qha mus rau tus neeg thij peb no.
- D. Kev Xa Cov Nqi Mus Rau Cov Neeg Mob Uas Tsis Muaj Kev Pab Them Nqi Kho Mob
  - 1. Tsev Kho Mob CMC yuav xa cov nqi no ceev nrooj mus rau cov Neeg Mob Uas Tsis muaj Kev pab Them Nqi Kho Mob txog ntawm cov nqi Tsev Kho Mob CMC kom them raws li Cov Nqi Xa Tuaj.
- E. Cov Kev Pab Them Nuj Nqis Kho Mob (Financial Assistance Information)
  - 1. Thaum xa cov nuj nqis mus rau cov neeg mob ntawd yuav muab daim cai (Notice of Rights) uas muaj daim phiaj qhia Exhibit A nyob nrog rau hauv, uas yuav muaj qhia tag nrho Cov Kev Pab Them Nuj Nqis uas cov neeg mob mus thov pab tau.
- F. Daim Ntawv Teev Khoom
  - 1. Txhua tus neeg mob yuav tsum tau ua daim ntawv teev tag nrho yus tej khoom txhua lub sij hawm.
- G. Kev Tsis Txaus Siab (Disputes)
  - 1. Txhua tus neeg mob muaj cai los ua ntawv tsis txaus siab rau ib yam khoom twg los sis ib qhov nqi twg. Cov neeg mob muaj cai sau ntawv los sis hu xov tooj tuaj rau cov neeg tswj Kev Pab Them Nuj Nqis Rau Cov Neeg Mob (Patient Financial Services representative) tau. Yog tus neeg mob xav tau cov ntaub ntawv qhia txog cov nuj nqis, cov neeg ua hauj lwm yuav tsum tau ua tib zoo muab cov ntaub ntawv nws xav tau ntawd rau nws tsis pub dhau (10) hnuv. Tsev Kho Mob CMC yuav muab nws cov nqi no ncuu tsis sau nws qhov nqi tsawg kawg (30) hnuv tom qab tus neeg mob tau ua npaj qhov kev tsis txaus siab no lawm.
- H. Kev Xa Mus Rau Cov Chaw Taug Nuj Nqis Qab (Collection Practices)
  - 1. Qhov Keev Xa Mus Rau Cov Chaw Taug Nuj Nqis: Vim txoj cai no, tej zaum Tsev Kho Mob CMC kuj yuav npaj txhua yam los sau cov nqi kho mob ntawm cov neeg mob. Kev sau nyiaj ces yog yuav ua daim ntawv qhia cov nqi tuaj rau tus neeg mob, yuav hu xov tooj tuaj, thiab yuav muab daim ntawv qhia cov nqi no xa mus rau tus neeg mob los sis tus yuav them nws qhov nqi khomob. Tsev Kho Mob CMC yuav tsim kom muaj kev los tshawb tau tej neeg mob tej lus nug thiab tej kev tsis txaus siab hais txog lawv daim nqi khomob thiab los kho qhov uas tsim nyog kho, thiab kom teb tau raws sij hawm rau tus neeg mob.
  - 2. Kev Txwv Kom Txhob Ua Tau Lwm Yam Ntxiv Los Sau Cov Nuj Nqis: Tsev Kho Mob CMC thiab Cov Chaw Taug Nuj Nqis Qab (Collection Agencies) yuav tsis nrhiav neeg los ua hauj lwm ntxiv los sau cov nuj nqis no ntawm tus neeg mob lawm.
  - 3. Tsis kom them qhov nqi thaum lub sij hawm tab tom nyob tos qhov thov Kev Pab Them Nuj Nqis: Tsev Kho Mob CMC thiab Cov Chaw Taug Nuj Nqis Qab (Collection Agencies) yuav tsis tau sau nqi los ntawm tus neeg mob uas twb ua ntaub ntawv mus

thov cov Kev Pab Them Nuj Nqis lawm, thiab yuav muab tus neeg mob cov nyiaj uas nws twb them lawm rov qab rau nws thaum lub sij hawm tab tom tos kev pab no.

4. Kev Txwv kom txhob siv cov lus nyob hauv Daim Ntawv Thov Kev Pab Them Nuj Nqis: Tsev Kho Mob CMC thiab Cov Chaw Taug Nuj Nqis Qab (Collection Agencies) siv tsis tau cov lus uas muab tau ntawm tus neeg mob daim ntawv ua mus thov Kev Pab Them Nuj Nqis los rau lawv sau nyiaj ntawm tus neeg mob thaum tab tom nyob tos seb nws puas tau kev pab no. Tsis pub ib qho dabtsi ntawm suam no los txwv kev siv cov lus uas Tsev Kho Mob CMC thiab Cov Chaw Taug Nuj Nqis Qab (Collection Agencies) nrhiav tau los no li. Nyias yuav tsum tau mus nrhiav nyias los siv ua nyias qhov kev tshawb seb puas muaj feem txais tau Cov Kev Pab Them Nuj Nqis.

I. Kev Npaj Ua Hli Them

1. Cov Neeg Mob Uas Muaj Feem Ua Tau: Tsev Kho Mob CMC thiab Cov Chaw Taug Nuj Nqis Qab (Collection Agencies) yuav kam Cov Neeg Mob Uas Tsis Muaj Kev Pab Them Nqi Kho Mob thiab rau cov neeg mob uas muaj feem tau txais Cov Kev Pab Them Nqi Kho Mob los cog lus ua hli them lawv Cov Nqi Uas Yog Lawv Ntiag Tug (Patient Responsibility) thiab lwm yam nqi uas tsis tau them dhau los lawm. Tej zaum Tsev Kho Mob CMC kuj yuav npaj kom muaj qhov ua hli them no rau Cov Neeg Mob Muaj Kev Pab Them Nqis Kho Mob (Insured Patients) tabsis ho hais tias them tsis taus tag nrho nws cov nqi ua ib zaug no thiab.
2. Yuav Ua Tsawg Hli Them: Txhua qhov nyiaj ua hli them no yuav tsis muaj paj dabtsi. Cov neeg mob muaj cib fim los tham seb lawv xa ua tsawg hli them. Yog Tsev Kho Mob CMC thiab tus neeg mob tham tsis haum qhov yuav them pes tsawg, Tsev Kho Mob CMC yuav ncuu ib zaug cia kom tus neeg mob npaj tau qhov nws yuav them txhua hli seb yog pes tsawg tabsis yuav tsis pub tshaj (10%) ntawm tus mob cov nyiaj hli tau los rau nws tsev neeg tom qab them nws tej nuj nqis tag. Qhov hu ua “Essential Living Expenses” no txhais tias txhua yam nuj nqi li hauv qab no: Nqi tsev los sis nqi kho vaj tse, nqi zaub mov thiab khoom vaj khoom tsev, nqis fais fab thiab nqi xov tooj, khaub ncaws, nqi kho mob thiab kho kaus hniav, nqi pab kas phais, nqi kawm ntawv los sis nqi zov menyuum, nqi them menyuum los sis them rau tus yus nrauj nws lawm (child or spousal support), nqi khiav kev mus los thiab nqi tsheb, nrog rau pab kas phais tsheb, nqi roj, thiab nqi kho, cov nqi uas koj ua hli them, nqi txhua khaub ncaws thiab nqi tu vaj tse, thiab lwm yam nqi ntxiv.
3. Thim Lus Tsis Kam Ua Hli Them Ntxiv: Tej zaum yuav thim lus tsis kam ua hli them ntxiv yog ib tug neeg mob twg ncuu tsis them nws qhov nqi txhua hli ntev tshaj 90-hnub lawm. Ua ntej yuav thim tau qhov nqi no kom txhob them txhua hli, Tsev Kho Mob CMC los sis Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav ua txhua yam los nrhiav kom tau tus neeg mob uas yog hu xov tooj rau thiab sau ntawv mus caum kom them qhov nqi txhua hli ntawd tuaj tsis li ces qhov kev them nqi txhua hli no yuav muab nres ces tus neeg mob mam rov qab tuaj tham teem dua lwm yam kev them txhua hli. Ua ntej yuav muab qhov nqi ua hli them no ncuu thiab kom txhob them ntxiv, Tsev Kho Mob CMC los sis Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav nrog koj sib tham txog qhov yuav them tsawg hli raws li qhov npaj ncuu kom them, yog tus neeg mob xav kom hloov. Vim yog yuav tau hu raws li qhov hais no, kev yuav sau ntawv los sis hu ces yog sau thiab hu rau tus neeg mob tus xov tooj los sis qhov chaw nyob uas tau zaug kawg. Tom qab txiav txim tias tsis siv qhov kev them txhua hli no lawm, Tsev Kho Mob CMC los sis Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) kuj yuav pib sau cov nqi kom raws li txoj cai no.

J. Cov Chaw Taug Nuj Nqis Qab (Collection Agencies)

1. Tej zaum Tsev Kho Mob CMC yuav xa tus neeg mob lub as khaub los sis lub np emus rau ib qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yog muaj li hauv qab no:
  - a. Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) no yuav tsum ua ntawv cog lus nrog rau Tsev Kho Mob CMC;
  - b. Tsev Kho Mob CMC daim ntawv cog lus nrog Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav tsum qhia tau tias Qhov Chaw Taug Nuj Nqis Qab no tsuas ua raws li Tsev Kho Mob CMC qhov hom phiaj, lub zeem muag, lub

meej mom, raws Cov Cai Ntawm Cov Kev Pab Them Nuj Nqis (Financial Assistance Policy), raws cov cai ntawm Qhov Kev Xa Nqi Tawm thiab Kev Sau Cov Nuj Nqis (Billing and Collections Policy), thiab raws Txoj Cai Them Tus Nqis Hauv Tsev Kho Mob (Hospital Fair Pricing Act), raws txoj cai ntawm kev Noj Qab Hauv Huv thiab Kev Txuag Kom Txhob Muaj Teeb Meem (Health and Safety Code sections 127400 txog 127446);

- c. Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav tsum pom zoo tias nws yuav tsis cuam tshuam txog rau Lwm Yam Uas Tseem Yuav Tau Ua Ntxiv Es Thiaj Sau Tau Cov Nuj Nqis (Extraordinary Collection Actions) los ntawm tus neeg mob;
- d. Tsev Kho Mob CMC yuav tsum yog tus tswv ntawm cov nuj nqis thiab tsis pub muab muag rau Qhov Chaw Taug Nuj Nqis Qab (Collection Agency);
- e. Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav tsum muaj qhov qhia tau tias cov neeg mob no muaj feem txais tau Cov Kev Pab Them Nuj Nqis, tham tau nrog thiab paub meej txog Cov Caiv Ntawm Cov Kev Pab Them Nuj Nqis rau cov neeg mob, thiab xa tau cov neeg mob uas nrhiav Cov Kev Pab Them Nuj Nqis no rov qab mus rau Tsev Kho Mob CMC lub Loos Kam Txais Neeg Nkag Tsev Kho Mob (Admitting Department) ntawm (559) 459-2998 los sis nkag mus saib hauv [www.communitymedical.org](http://www.communitymedical.org). Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav tsis kom tus neeg mob them ib qho nqi tuaj li yog tias nws twb xa nws Daim Ntawv Thov Kev Pab Them Nuj Nqis lawm, thiab yuav xa txhua qhov nyiaj uas tus neeg mob twb tau them tuaj lawm es tseem ho nyob tos seb nws puas muaj feem txais tau kev pab.

K. Pib Kiag Lub As Khaug Sau Cov Nqi

1. Yuav pib sau kiag cov nqi yog tsis them txij li 150 hnuv los ntawm thawj daim nqi xa mus rau nws, yog kev txiav txim los ntawm tuam thawj tswj Cov Kev Pab Rau Cov Neeg Mob (Patient Financial Services). Yog tsis tau them qhov nqi, ho tsis thov rau lwm yam kev pab, thiab ho tsis hu tuaj rau Tsev Kho Mob CMC ces yuav nyob rau qhov cia li kom them tuaj tsis li ces muab xa mus rau qhov npe phem.
2. Tag nrho cov neeg thij peb uas yog cov them nqi yuav tsum tau txais daim nqi xa tuaj rau nws, cov nqi them los ntawm cov neeg thij peb no yuav tsum tsis txhob nyob rau qhov tseem tos es tuaj tsis tau txog, thiab cov nuj nqis uas tsis tau them yuav tsum yog tus mob li ntiag tug uas yuav tsum tau them lawm xwb. Qhov Chaw Taug Nqab Nuj Nqis Qab (Collection Agency) yuav tsis xa qhov nqi uas twb muaj tus neeg thij peb cog lus them tuaj rau lawv lawm.
3. Qhov Chaw Taug Nuj Nqis Qab (Collection Agency) yuav tsum xa [Daim Ntawv Ceeb Toom Txog Cov Cai Thov Cov Kev Pab Them Nuj Nqis \(Financial Assistance Policy Notice of Rights\)](#) mus rau txhua tus neeg mob.
4. Yuav tsum tsawg kawg yog 150 hnuv tom qab txij hnuv Tsev Kho Mob xa thawj thawj daim nqi mus rau tus neeg mob tag tso.
5. Thaum tus neeg mob tsis kam nrog tham txog qhov npaj los them qhov nqi txhua hli los sis tsis kam them ib qho me-me zuj zus.
6. Qhov Uas Tus Neeg Thij Peb Yuav Tau Them: Tsis muaj ib txoj cai yuav los tiv thaiv tau Tsev Kho Mob CMC, lwm qhov chaw kuaj mob los sis lwm cov chaw taug nuj nqis sab nrauv los sau nyiaj ntawm tus neeg thij peb.

## IV. COV POV THAWJ SIV (REFERENCES)

Tsoom Fwv Txoj Cai (26 Code of Federal Regulations 1.501(r))

Xeev California Kev Noj Qab Haus Huv Txoj Cai (California Health and Safety Code sections 124700-127446)

### Cov Ntaub Ntawv Siv Ua Pov Thawj (Referenced Documents)

Hom Pov Thawj Siv	Lub Npe	Cov Lus
<b>Cov ntaub ntawv siv ua pov thawj rau daim ntawv no</b>		
Cov Ntaub Ntawv Siv	<a href="#">Ceeb Toom Txog Cov Cai Qhia Cov Kev Pab Them Nuj Nqis</a>	

*Yog koj tau ib daim ntawv luam tseg no ces tej zaum cov npe hauv nov yuav txawv lawm ces txhob rawm cia siab tag nrho tias tsis muaj li no. Daim tshiab tshaj nyob rau hauv Lucidoc lub vas sab ntawm <https://www.lucidoc.com/cgi/doc-gw.pl?ref=communitymc:24828>.*