



One Park Place | Suite 475 | Annapolis, MD 21401-3475  
1-866-542-8163 | Fax: 410-837-0269  
aarp.org/md | md@aarp.org | twitter: @aarpm  
facebook.com/aarpm

**HB 905 Hospitals - Clinical Staffing Committees and Plans - Establishment (Safe Staffing Act of 2025)**  
**Senate Finance Committee**  
**April 1, 2025**  
**FAVORABLE**

Good afternoon, Chair Beidle and Members of the Senate Finance Committee. My name is Tammy Bresnahan; I am the Senior Director of Advocacy for AARP Maryland. I am submitting this testimony on behalf of AARP who represents over 850,000 members in strong support of HB905, the Safe Staffing Act of 2025. This critical legislation, which mandates the establishment of clinical staffing committees and plans in hospitals, is necessary to ensure the safety and well-being of both patients and healthcare workers. We thank Delegate White Holland for her leadership on HB 905.

As an organization that advocates for the health and safety of older Americans, AARP recognizes the urgent need for HB905. Across our state, hospital emergency rooms and critical care departments are experiencing chronic understaffing, placing undue strain on healthcare workers and putting patients at risk. Ensuring adequate staffing levels is essential to delivering high-quality, timely, and effective medical care.

Older patients frequently require more intensive and coordinated care due to chronic conditions, mobility challenges, cognitive impairments, and other age-related health issues. A well-staffed, well-trained, and well-supported clinical workforce is vital to providing the safe, responsive care that older adults deserve. Clinical staffing committees that include both employee and management voices can help ensure that staffing plans are realistic, adaptive, and patient-centered.

This legislation is especially important because it establishes:

- **Annual planning and implementation requirements** to make sure staffing levels match the actual needs on the ground.
- **A mid-year review process** to assess whether the plan is working effectively and to make necessary updates.
- **A clear and transparent complaint process** for addressing issues, empowering workers and other stakeholders to raise concerns and see them resolved fairly.
- **Ongoing accountability through MHA reporting**, ensuring continued progress and transparency beyond the initial implementation phase.

AARP Maryland applauds the General Assembly's recognition that hospitals cannot take a one-size-fits-all approach to staffing, and that those closest to patient care must have a say in how

staffing decisions are made. This collaborative approach will not only improve working conditions for healthcare professionals but also lead to better outcomes for patients—particularly our older population who are most frequently hospitalized and most vulnerable to the consequences of inadequate staffing.

By passing HB905, Maryland will join other states that have successfully implemented similar staffing regulations, resulting in improved patient outcomes and better working conditions for healthcare professionals. The bill is supported by a coalition of patient advocacy groups, reflecting a broad consensus that safe staffing is essential to our healthcare system.

#### A Call to Action

We respectfully urge the Committee to pass HB905 to protect our patients, safeguard our healthcare workers, and strengthen the integrity of our hospital systems. AARP stands in full support of this legislation and respectfully asks for a favorable report on HB905. Thank you for your time and consideration.