



Bill No: HB933
Title: Nursing Homes - Direct Care Wages and Benefits and Cost Reports
Committee: Health and Government Operations
Hearing: February 20, 2025
Position: FAVORABLE

The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women’s groups and individuals formed to provide a non-partisan, independent voice for Maryland women and families. MLAW’s purpose is to advocate for legislation affecting women and families. To accomplish this goal, MLAW creates an annual legislative agenda with issues voted on by MLAW members and endorsed by organizations and individuals from all over Maryland. **HB933 - Nursing Homes - Direct Care Wages and Benefits and Cost Reports (Nursing Home Care Crisis Transparency Act)** is a priority on the [2025 MLAW Agenda](#) and we urge your support.

HB933 will ensure that 75% of skilled nursing facility revenue goes towards direct care. This is an important step to improving state oversight of public dollars and positively impact both job and care quality. Lack of oversight of public dollars contributes to high staff turnover, low quality jobs, and poor quality of care. Of the nursing home industry’s \$140 billion in total annual revenue, payments from public programs (primarily Medicaid and Medicare) constitute 66 percent.

Nursing home owners and operators routinely pay their related parties in excess of reported costs, in some instances by nearly 1200%. Due to lack of disclosure of related party owners, these self-owned organizations (management companies, staffing companies, insurance companies, and therapy companies) often obscured how money was spent. Related parties make nursing homes look less profitable, while a closer look reveals that profits may be hidden in related party transactions. Cost reports do not capture enough information on related party transactions to enable CMS to fulfill its regulatory obligation to ensure taxpayer dollars are going towards care and not profits to owners and operators.

90% of residential long term care workers are women. 36% of these healthcare workers have a child below the age of 18. In Maryland, the average hourly wage is \$15.43 for nursing assistants in skilled nursing facilities. While in DC, it is one of the top highest in the country – at \$18.43. Many are leaving long term care to earn more in other industries. The median annual turnover rate is at 51.2%. Many direct care staff including custodial services, dietary aides, CNAs, and GNAs are working at multiple long term care facilities to earn more money. Staffing shortages are expected to grow as workers find better pay in other industries. Short staffing has caused high need nursing home residents to be left unattended in substandard conditions.

Under this bill, facilities will have to report they have met the 75% direct care cost requirement through their cost reports. Consumers, advocates, and researchers will be able to use this information when evaluating nursing homes and use of Medicaid and Medicare dollars. Further, the increased transparency and scrutiny of cost reports could incentivize nursing homes to use public dollars more prudently and ensure those dollars are being used for direct resident care.

When women are supported through structural changes like adequate staffing and higher pay at the workplace, it can improve their overall wellbeing and ability to meet personal and family needs. Strengthening oversight of nursing home revenue will have a direct impact on quality care for our most vulnerable residents who are aging and with disabilities.

We urge you to support of **HB933**.

Maryland Legislative Agenda for Women
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MLAW 2025 Supporting Organizations

The following organizations have signed on in support of our 2025 Legislative Agenda:

1199 SEIU United Healthcare Workers East
AAUW Anne Arundel County
AAUW Garrett Branch
AAUW Howard County
AAUW Kensington-Rockville Branch
AAUW Maryland
Anne Arundel County NOW
Bound for Better, advocates for Domestic Violence
Calvert County Democratic Womens' Club
Charles County Commission for Women
Child Justice, Inc.
City of College Park MD
Court Watch Montgomery
Delta Sigma Theta Sorority North Arundel County Alumnae Chapter
FinnCORE, Inc.
Frederick County Commission for Women
Interfaith Action for Human Rights
Kids for Saving Earth
Maryland Chapter, National Organization for Women
Maryland Coalition Against Sexual Assault
Maryland Network Against Domestic Violence
Montgomery County Commission for Women
Montgomery County, MD, NOW
National Coalition of 100 Black Women, Inc., Anne Arundel County Chapter
NCBWSOMD
Salam Sudan Foundation (SSF)
ShareBaby, Inc.
Stella's Girls Incorporated
SUB&S LLC
The Rebuild, Overcome, and Rise (ROAR) Center of UMB
Trans Maryland
Unrooted Culture
Women of Honor International
Women's Equality Day Celebration across Maryland Coalition
Women's Equity Center and Action Network (WE CAN)
Women's Law Center of Maryland
Zonta Club of Annapolis

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