

HOUSE BILL 1125

J2

4lr2456
CF SB 999

By: **Delegate Kerr**

Introduced and read first time: February 7, 2024

Assigned to: Health and Government Operations

A BILL ENTITLED

1 AN ACT concerning

2 **Certified Nursing Assistants – Licensing Requirements and Administrative**
3 **Updates**

4 FOR the purpose of exempting an individual who practices as a certain nursing assistant
5 for less than a certain number of months under federal regulations from the State’s
6 certification requirement; altering the designation of, and licensure requirements
7 for, certified nursing assistants and geriatric nursing assistants; requiring an
8 applicant for certification as a certified nursing assistant to complete a nursing
9 assistant competency evaluation; authorizing an approved acute care nursing
10 assistant training program to request a waiver of certain federal requirements; and
11 generally relating to the licensing of certified nursing assistants.

12 BY repealing and reenacting, with amendments,
13 Article – Health – General
14 Section 19–1410(b)(2)(vi), 19–1410.2, and 24–1901(e)
15 Annotated Code of Maryland
16 (2023 Replacement Volume)

17 BY repealing and reenacting, without amendments,
18 Article – Health – General
19 Section 24–1901(a)
20 Annotated Code of Maryland
21 (2023 Replacement Volume)

22 BY repealing and reenacting, with amendments,
23 Article – Health Occupations
24 Section 8–6A–01, 8–6A–02(b) and (c), 8–6A–05, 8–6A–07(b) and (c), 8–6A–08(c) and
25 (n), 8–6A–14, 8–701(c), and 8–703(a)(6) and (7)
26 Annotated Code of Maryland
27 (2021 Replacement Volume and 2023 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 BY repealing and reenacting, without amendments,
2 Article – Health Occupations
3 Section 8–6A–02(a) and 8–6A–07(a)
4 Annotated Code of Maryland
5 (2021 Replacement Volume and 2023 Supplement)

6 BY repealing
7 Article – Health Occupations
8 Section 8–703(a)(5)
9 Annotated Code of Maryland
10 (2021 Replacement Volume and 2023 Supplement)

11 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
12 That the Laws of Maryland read as follows:

13 **Article – Health – General**

14 19–1410.

15 (b) (2) Each nursing home shall establish a quality assurance committee and
16 shall include at least the following members:

17 (vi) A [geriatric] **CERTIFIED** nursing [assistant] **ASSISTANT–I**.

18 19–1410.2.

19 (a) In this section, “workplace safety” means the prevention of any physical
20 assault or threatening behavior against an employee in a nursing home.

21 (b) This section applies to nursing homes that are licensed for 45 beds or more.

22 (c) Each nursing home shall assign to an appropriate committee the task of:

23 (1) Conducting an annual assessment of workplace safety issues; and

24 (2) Making recommendations to the nursing home for reducing workplace
25 injuries.

26 (d) In conducting an annual assessment of workplace safety issues, the committee
27 assigned to conduct the assessment under subsection (c)(1) of this section shall consult with
28 [geriatric] **CERTIFIED** nursing assistants and other employees of the nursing home who
29 are involved in assisting residents with activities of daily living.

30 24–1901.

31 (a) In this subtitle the following words have the meanings indicated.

1 (e) “Nursing support staff” includes:

2 (1) A certified medication technician, as defined in [§ 8–6A–01(j)] §
3 **8–6A–01** of the Health Occupations Article;

4 (2) A certified medicine aide, as defined in [§ 8–6A–01(k)] § **8–6A–01** of
5 the Health Occupations Article; AND

6 (3) A certified nursing assistant, as defined in [§ 8–6A–01(l)] § **8–6A–01**
7 of the Health Occupations Article[]; and

8 (4) A geriatric nursing assistant, as defined in § 8–6A–01(o) of the Health
9 Occupations Article].

10 **Article – Health Occupations**

11 8–6A–01.

12 (a) In this subtitle the following words have the meanings indicated.

13 (b) “Applicant” means, unless the context requires otherwise:

14 (1) An individual applying for an initial certificate by examination or
15 endorsement;

16 (2) A certificate holder applying for renewal of a certificate; or

17 (3) An individual applying for reinstatement of a certificate in accordance
18 with § 8–6A–10 of this subtitle.

19 **(C) “APPROVED ACUTE CARE NURSING ASSISTANT TRAINING PROGRAM”**
20 **MEANS A COURSE OF TRAINING THAT MEETS THE ACUTE CARE NURSING ASSISTANT**
21 **CURRICULUM APPROVED BY THE BOARD.**

22 **[(c)] (D)** (1) “Approved dialysis technician training program” means a course
23 of training approved by the Board that:

24 (i) Prepares the applicant for national certification;

25 (ii) Meets the requirements of 42 C.F.R. § 494.140(e)(3); and

26 (iii) Meets the requirements set by the Board in regulation.

27 (2) “Approved dialysis technician training program” includes the courses
28 required for national certification as:

1 (i) A Certified Clinical Hemodialysis Technician by the Nephrology
2 Nursing Certification Commission;

3 (ii) A Clinical Nephrology Technician by the National Nephrology
4 Certification Organization; or

5 (iii) A Certified Hemodialysis Technician by the Board of Nephrology
6 Examiners Nursing Technology.

7 **[(d)] (E)** “Approved medication technician training program” means a course of
8 training approved by the Board that meets the basic medication technician core curriculum
9 and the medication technician content training specific to the setting in which the
10 medication technician will work.

11 **[(e)] (F)** “Approved nursing assistant training program” means a course of
12 training that **[meets]**:

13 **(1) MEETS** the **[basic nursing assistant curriculum prescribed and]**
14 **REQUIREMENTS UNDER FEDERAL AND STATE LAW; AND**

15 **(2) IS** approved by the Board.

16 **[(f)] (G)** “Board” means the State Board of Nursing.

17 **[(g)] (H)** “Certificate” means a certificate issued by the Board to practice as a
18 certified nursing assistant, a certified dialysis technician, or a certified medication
19 technician in the State.

20 **[(h)] (I)** “Certificate holder” means a certified nursing assistant, dialysis
21 technician, or medication technician who has:

22 (1) An active certificate;

23 (2) An inactive certificate;

24 (3) A temporary certificate;

25 (4) An expired temporary certificate;

26 (5) An expired certificate;

27 (6) A lapsed certificate;

28 (7) A suspended certificate; or

29 (8) A certificate subject to a reprimand, probation, or suspension.

- 1 [(i)] (J) “Certified dialysis technician” means an individual who:
- 2 (1) Has completed a Board–approved dialysis technician program; and
- 3 (2) Is certified by the Board as a dialysis technician.
- 4 [(j)] (K) “Certified medication technician” means an individual who:
- 5 (1) Has completed a Board–approved medication technician training
- 6 program;
- 7 (2) Is certified by the Board as a medication technician; and
- 8 (3) Subject to regulations adopted by the Board, routinely performs:
- 9 (i) Nursing tasks related to the administration of medication,
- 10 delegated by a registered nurse, licensed practical nurse, or advanced practice nurse; or
- 11 (ii) Technical tasks related to the administration of medication
- 12 delegated by a licensed certified midwife.
- 13 [(k)] (L) “Certified medicine aide” means a certified nursing assistant who [has]:
- 14 (1) **HAS** completed a Board–approved course in medication
- 15 administration; **AND**
- 16 (2) **IS CERTIFIED AS A MEDICINE AIDE BY THE BOARD.**
- 17 [(l)] (M) (1) “Certified nursing assistant”[:
- 18 (1) Means] **MEANS** an individual regardless of title who, for compensation
- 19 and subject to regulations adopted by the Board, routinely performs:
- 20 (i) Nursing tasks delegated by a registered nurse, licensed practical
- 21 nurse, or advanced practice registered nurse; or
- 22 (ii) Technical tasks delegated by a licensed certified midwife[; and].
- 23 (2) [Does] **“CERTIFIED NURSING ASSISTANT” DOES** not include a
- 24 certified dialysis technician or a certified medication technician.
- 25 (N) (1) **“CERTIFIED NURSING ASSISTANT–I” MEANS A CERTIFIED**
- 26 **NURSING ASSISTANT WHO MEETS THE REQUIREMENTS SET BY THE BOARD AND**
- 27 **UNDER FEDERAL LAW TO PRACTICE IN ANY SETTING.**

1 **(2) “CERTIFIED NURSING ASSISTANT–I” INCLUDES:**

2 **(I) A CERTIFIED NURSING ASSISTANT WHO WAS CERTIFIED AS**
3 **A GERIATRIC NURSING ASSISTANT ON MAY 31, 2024;**

4 **(II) A CERTIFIED MEDICINE AIDE; AND**

5 **(III) A CERTIFIED NURSING ASSISTANT WHO IS APPROVED**
6 **UNDER § 8–6A–05(C)(5) OF THIS SUBTITLE.**

7 **(O) “CERTIFIED NURSING ASSISTANT–II” MEANS A CERTIFIED NURSING**
8 **ASSISTANT:**

9 **(1) WHO, ON MAY 31, 2024, WAS CERTIFIED AS A NURSING ASSISTANT**
10 **AND WAS NOT AUTHORIZED TO PRACTICE IN A NURSING FACILITY OR SKILLED**
11 **NURSING FACILITY; AND**

12 **(2) WHOSE AUTHORITY TO PRACTICE IN A NURSING FACILITY OR**
13 **SKILLED NURSING FACILITY CONTINUES TO BE RESTRICTED BECAUSE THE**
14 **CERTIFIED NURSING ASSISTANT HAS NOT BEEN APPROVED AS A CERTIFIED**
15 **NURSING ASSISTANT–I UNDER § 8–6A–05(C)(5) OF THIS SUBTITLE.**

16 **[(m)] (P) “Department” means the Maryland Department of Health.**

17 **[(n)] (Q) “Expired certificate” means a certificate that was not renewed before**
18 **the expiration date of the certificate as established under § 8–6A–08(a) of this title.**

19 **[(o) “Geriatric nursing assistant” means a certified nursing assistant who has**
20 **successfully completed the requirements for geriatric nursing assistant mandated under**
21 **federal law and the regulations of the Board.]**

22 **[(p)] (R) “Lapsed certificate” means a certificate that was not renewed because**
23 **a certificate holder failed to renew the certificate or otherwise did not meet the renewal**
24 **requirements of this subtitle.**

25 **(S) “NURSING ASSISTANT COMPETENCY EVALUATION” MEANS AN**
26 **EXAMINATION APPROVED BY THE BOARD THAT:**

27 **(1) DETERMINES THE COMPETENCY OF THE INDIVIDUAL TO**
28 **PRACTICE AS A CERTIFIED NURSING ASSISTANT–I; AND**

29 **(2) MEETS THE REQUIREMENTS UNDER FEDERAL LAW.**

30 8–6A–02.

1 (a) Subject to subsection (f) of this section and except as otherwise provided in
2 this subtitle, an individual shall be certified by the Board to practice as a nursing assistant,
3 dialysis technician, or medication technician before the individual may practice as a
4 nursing assistant, dialysis technician, or medication technician in the State.

5 (b) This subtitle does not apply to an individual who:

6 (1) Practices a health occupation that the individual is authorized to
7 practice under this article;

8 (2) Provides for the gratuitous care of friends, domestic partners, or family
9 members;

10 (3) Performs nursing assistant tasks while a nursing student enrolled in
11 an accredited nursing program and practicing under the direct supervision of qualified
12 faculty or preceptors;

13 (4) Performs nursing assistant tasks as a student while[:

14 (i) Enrolled in a Board-approved nursing assistant training
15 program; and

16 (ii) Practicing under the direct supervision of qualified faculty or
17 preceptors] **ENROLLED IN AN ACCREDITED NURSING PROGRAM AFTER THE**
18 **SUCCESSFUL COMPLETION OF A PORTION OF AN APPROVED NURSING EDUCATION**
19 **PROGRAM THAT THE BOARD DETERMINES MEETS THE REQUIREMENTS OF AN**
20 **APPROVED NURSING ASSISTANT TRAINING PROGRAM OR MEDICATION**
21 **ADMINISTRATION COURSE;**

22 (5) Performs medication technician tasks as a student while practicing
23 under the direct supervision of qualified faculty;

24 (6) Performs dialysis technician tasks as a student while under the direct
25 supervision of qualified faculty; [or]

26 (7) Works as a principal or school secretary, does not administer
27 medication as a routine part of the position, and has completed training by the delegating
28 nurse for the occasion where the individual may need to administer medication in the
29 absence of the nurse or medication technician; **OR**

30 **(8) PRACTICES AS A CERTIFIED NURSING ASSISTANT-I FOR LESS**
31 **THAN 4 MONTHS IN ACCORDANCE WITH 42 C.F.R. § 483.35(D).**

32 (c) [Nothing in this section shall] **THIS SECTION DOES NOT** preclude a
33 registered nurse or licensed practical nurse from delegating a nursing or other technical

1 task to an unlicensed individual [provided that acceptance of delegated nursing or other
2 technical tasks does not become a routine part of the unlicensed individual's job duties].

3 8-6A-05.

4 (a) The Board, **IN COLLABORATION WITH RELEVANT STAKEHOLDERS**, shall
5 adopt regulations establishing:

6 (1) [Categories of certified nursing assistants, including geriatric nursing
7 assistants, home health aides, school health aides, individuals working in developmental
8 disabilities administration facilities, and medicine aides;

9 (2) Qualifications for [each category of] certified nursing [assistant]
10 **ASSISTANTS, INCLUDING CERTIFIED MEDICINE AIDES**;

11 [(3)] (2) Qualifications for certified dialysis technicians;

12 [(4)] (3) Qualifications for certified medication technicians;

13 [(5)] (4) Standards for qualification of applicants for certification,
14 including the applicant's criminal history, work record, and prohibitions against behavior
15 which may be potentially harmful to patients; and

16 [(6)] (5) Standards for the online provision of didactic instruction in a
17 nursing assistant training program that meets the requirements established by the Board.

18 (b) (1) To qualify for certification as a nursing assistant, a [nursing assistant
19 in a specific category] **CERTIFIED MEDICINE AIDE**, a dialysis technician, or a medication
20 technician, an applicant shall meet the requirements set by the Board.

21 (2) Requirements set by the Board under paragraph (1) of this subsection
22 regarding qualifications for certification as a [geriatric nursing assistant] **CERTIFIED**
23 **NURSING ASSISTANT-I** shall include provisions to allow an individual who has been
24 practicing as a temporary nursing assistant, in accordance with the waiver of the
25 requirements of 42 C.F.R. § 483.35(d) issued by the Centers for Medicare and Medicaid
26 Services on March 6, 2020, to apply on-the-job experience as a nursing assistant toward
27 the total number of training hours required for certification as a [geriatric nursing
28 assistant] **CERTIFIED NURSING ASSISTANT-I**.

29 (c) (1) An applicant for a certificate shall:

30 (i) Submit an application to the Board on the form that the Board
31 requires;

32 (ii) Provide evidence, as required by the Board, of successful
33 completion of:

1 1. An approved nursing assistant training program **OR**
2 **APPROVED ACUTE CARE NURSING ASSISTANT TRAINING PROGRAM;**

3 2. An approved dialysis technician training program;

4 3. An approved course in medication administration; or

5 4. A portion of an approved nursing education program that
6 the Board determines meets the requirements of [a] **AN APPROVED** nursing assistant
7 training program or medication administration course;

8 (iii) Pay to the Board an application fee set by the Board;

9 (iv) Be of good moral character;

10 (v) Be at least 16 years old to apply for certification as a nursing
11 assistant;

12 (vi) Be at least 18 years old to apply for certification as a dialysis
13 technician; and

14 (vii) Be at least 18 years old to apply for certification as a medication
15 technician.

16 (2) Subject to paragraph (1) of this subsection, an applicant for certification
17 as a certified nursing assistant or dialysis technician shall submit to the Board:

18 (i) A criminal history records check in accordance with § 8–303 of
19 this title and § 8–6A–08(k) of this subtitle; and

20 (ii) On the form required by the Board, written, verified evidence
21 that the requirement of item (i) of this paragraph is being met or has been met.

22 [(3) An applicant for certification as a certified medicine aide, in addition to
23 the requirements under paragraph (1) of this subsection, shall submit an additional
24 application to that effect to the Board on the form that the Board requires.]

25 **(3) (I) AN APPLICANT FOR CERTIFICATION AS A CERTIFIED**
26 **NURSING ASSISTANT SHALL SUBMIT TO THE BOARD SATISFACTORY EVIDENCE OF**
27 **PASSING A NURSING ASSISTANT COMPETENCY EVALUATION.**

28 **(II) AN APPLICANT WHO HAS COMPLETED AN APPROVED ACUTE**
29 **CARE NURSING ASSISTANT TRAINING PROGRAM SHALL BE DEEMED TO HAVE**
30 **FULFILLED THE CLASSROOM AND CLINICAL STANDARDS TO SIT FOR THE NURSING**
31 **ASSISTANT COMPETENCY EVALUATION.**

1 (4) An applicant for a certificate may not:

2 (i) Have committed any act or omission that would be grounds for
3 discipline or denial of certification under this subtitle; and

4 (ii) Have a record of abuse, negligence, misappropriation of a
5 resident's property, or any disciplinary action taken or pending in any other state or
6 territory of the United States against the certification of the nursing assistant or
7 medication technician in the state or territory.

8 **(5) BEGINNING JUNE 1, 2024, A CERTIFIED NURSING ASSISTANT-II**
9 **MAY BE CERTIFIED AS A CERTIFIED NURSING ASSISTANT-I BY:**

10 **(I) SUBMITTING AN APPLICATION TO THE BOARD ON THE**
11 **FORM THAT THE BOARD REQUIRES; AND**

12 **(II) PROVIDING SATISFACTORY EVIDENCE OF:**

13 **1. SUCCESSFUL COMPLETION OF AN APPROVED**
14 **NURSING ASSISTANT TRAINING PROGRAM; AND**

15 **2. PASSING A NURSING ASSISTANT COMPETENCY**
16 **EVALUATION.**

17 8-6A-07.

18 (a) Subject to subsection (f) of this section, the Board shall certify any applicant
19 who meets the requirements of this subtitle.

20 (b) (1) The Board shall:

21 (i) Issue each new certified nursing assistant, dialysis technician, or
22 medication technician a certificate number and [registration] certificate that indicates the
23 initial certificate was issued by the Board; and

24 (ii) Electronically record each certificate in the Board's database and
25 on the Board's website.

26 (2) Each certificate shall include:

27 (i) Any expiration date;

28 (ii) The type of certificate; and

29 (iii) Any specific category of nursing assistant.

1 (c) An individual who has met the requirements for a certified nursing assistant
 2 **ON OR AFTER JUNE 1, 2024**, shall be certified with the title of “certified nursing
 3 [assistant”] **ASSISTANT–I**”.

4 8–6A–08.

5 (c) Before a certificate expires, a **CERTIFIED** nursing assistant periodically may
 6 renew it for an additional term, if the certificate holder:

7 (1) Otherwise is entitled to be certified;

8 (2) Submits to the Board a renewal application on the form that the Board
 9 requires;

10 (3) Pays to the Board a renewal fee set by the Board; and

11 (4) Provides satisfactory evidence of [completion of]:

12 (i) **COMPLETION OF** 16 hours of active **CERTIFIED** nursing
 13 assistant practice within the 2–year period immediately preceding the date of expiration;
 14 or

15 (ii) If the **CERTIFIED** nursing assistant did not complete 16 hours of
 16 active practice as required under item (i) of this item, [an approved nursing assistant
 17 training program or an approved nursing assistant refresher training program] as required
 18 in regulations adopted by the Board in accordance with subsection (m) of this section:

19 **1. SUCCESSFUL COMPLETION OF AN APPROVED**
 20 **NURSING ASSISTANT TRAINING PROGRAM; OR**

21 **2. PASSING A NURSING ASSISTANT COMPETENCY**
 22 **EVALUATION.**

23 (n) (1) The Board, **IN CONSULTATION WITH RELEVANT STAKEHOLDERS**,
 24 shall adopt regulations to specify[:

25 (i) The] **THE** circumstances under which a nursing assistant, as a
 26 condition of renewal, is required to complete [either] an approved nursing assistant
 27 training program or [an approved nursing assistant refresher training program; and

28 (ii) The number of didactic instruction hours and clinical training
 29 hours the nursing assistant training program or nursing assistant refresher training
 30 program must have to be approved] **PASS A NURSING ASSISTANT COMPETENCY**
 31 **EXAMINATION.**

1 (2) Regulations adopted under paragraph (1) of this subsection must be
2 consistent with federal law.

3 8-6A-14.

4 (a) The Board, in conjunction with the Maryland Higher Education Commission,
5 shall approve each nursing assistant training program prior to its implementation and
6 provide periodic survey of all programs in the State.

7 (b) The Board in conjunction with the Department, Maryland Higher Education
8 Commission, and the affected industry shall develop regulations for nursing assistant
9 training programs.

10 (c) The curriculum content for an approved nursing assistant training program
11 shall include:

12 (1) Content [consistent with State licensing requirements in the Health –
13 General Article and] **THAT MEETS** all federal requirements **SET FORTH IN 42 C.F.R. §**
14 **483.152; AND**

15 (2) All basic skills required of a nursing assistant regardless of the setting
16 of the practice[; and

17 (3) Any skills required for certification in a specific category].

18 (d) Any additional clinical practice skills specific to a setting of practice shall be
19 taught in that setting as a part of the employment training process in that setting.

20 (e) The Board may make survey visits from time to time, without prior notice, to
21 all certified nursing assistant training programs.

22 [(f) The provisions of this section may not be interpreted to impose additional
23 requirements for geriatric nursing assistants beyond those required under federal law.

24 (g) The Board shall approve the use of a nursing assistant training site by a
25 nursing assistant training program within 45 days after the nursing assistant training
26 program applies for approval if the nursing assistant training program had previously been
27 approved to use the training site by the Board.]

28 **(F) AN APPROVED ACUTE CARE NURSING ASSISTANT TRAINING PROGRAM**
29 **MAY REQUEST A WAIVER OF THE FEDERAL REQUIREMENT UNDER 42 C.F.R. §**
30 **483.152(C)(5) THAT INSTRUCTORS HAVE A MINIMUM OF 1 YEAR OF EXPERIENCE IN**
31 **THE PROVISION OF LONG-TERM CARE FACILITY SERVICES.**

32 8-701.

1 (c) **[(1)]** Except as otherwise provided in this title, an individual may not
2 practice, attempt to practice, or offer to practice as a certified nursing assistant unless
3 certified by the Board as a certified nursing assistant.

4 **[(2)]** Except as otherwise provided in this title, an individual may not
5 practice, attempt to practice, or offer to practice as a certified nursing assistant in a specific
6 category unless certified by the Board as a certified nursing assistant in that category.]

7 8–703.

8 (a) **[(5)]** Unless authorized to provide patient care in a specific category of
9 certified nursing assistant, an individual may not represent to the public by title, by
10 description of services, methods, or procedures, or otherwise, that the individual is
11 authorized to provide care as a certified nursing assistant in a specific category in this
12 State.]

13 **[(6)] (5)** Unless authorized to administer medication as a medication
14 technician under this title, an individual may not represent to the public by title, by
15 description of services, methods, or procedures, or otherwise, that the individual is
16 authorized to administer medication as a certified medication technician in this State.

17 **[(7)] (6)** Unless authorized to administer medication as a medicine aide
18 under this title, an individual may not represent to the public by title, by description of
19 services, methods, or procedures, or otherwise, that the individual is authorized to
20 administer medication as a certified medicine aide in this State.

21 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before October 1, 2024,
22 the State Board of Nursing shall:

23 (1) notify individuals who possess a nursing assistant certification of the
24 licensing requirements established under Section 1 of this Act; and

25 (2) in consultation with the Office of Health Care Quality, update
26 regulations to conform with Section 1 of this Act.

27 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect June
28 1, 2024.