

HOUSE BILL 624

J1

6lr2315
CF SB 411

By: **Delegates White Holland, Addison, Allen, Bagnall, Bhandari, Boafo, Boyce, Cullison, Fair, Guzzone, Hill, Kaufman, Martinez, McCaskill, Pasteur, Stewart, Taveras, ~~and Woods~~ Woods, Alston, Lopez, Rosenberg, Ross, and Woorman**

Introduced and read first time: January 30, 2026

Assigned to: Health

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 7, 2026

CHAPTER _____

1 AN ACT concerning

2 **Hospitals – ~~Clinical~~ Staffing Committees and Plans – Establishment**
3 **(Safe Staffing Act of 2026)**

4 FOR the purpose of requiring certain hospitals licensed in the State to establish and
5 maintain a ~~clinical~~ staffing committee and to implement a ~~clinical~~ staffing plan;
6 requiring each ~~clinical~~ staffing committee to develop a ~~clinical~~ staffing plan; and
7 generally relating to hospitals and ~~clinical~~ staffing committees and plans.

8 BY adding to

9 Article – Health – General

10 Section 19–393 through 19–397 to be under the new part “Part XIII. ~~Clinical~~ Staffing
11 Committees and Plans”

12 Annotated Code of Maryland

13 (2023 Replacement Volume and 2025 Supplement)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

15 That the Laws of Maryland read as follows:

16 **Article – Health – General**

17 **19–391. RESERVED.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 **19-392. RESERVED.**

2 **PART XIII. ~~CLINICAL~~ STAFFING COMMITTEES AND PLANS.**

3 **19-393.**

4 (A) IN THIS PART THE FOLLOWING WORDS HAVE THE MEANINGS
5 INDICATED.

6 (B) (1) "ANCILLARY MEMBER OF THE FRONTLINE TEAM" MEANS AN
7 INDIVIDUAL WHOSE PRIMARY DUTIES INCLUDE SUPPORTING INDIVIDUALS WHO
8 PROVIDE DIRECT PATIENT CARE.

9 (2) "ANCILLARY MEMBER OF THE FRONTLINE TEAM" INCLUDES:

10 (I) A DIETARY WORKER;

11 (II) A PATIENT CARE TECHNICIAN; AND

12 (III) ANY OTHER NONLICENSED STAFF ASSISTING WITH PATIENT
13 CARE.

14 (C) "~~CLINICAL STAFFING~~ STAFFING COMMITTEE" MEANS A COMMITTEE
15 ESTABLISHED BY A HOSPITAL IN ACCORDANCE WITH ~~SUBSECTION (C) OF THIS~~
16 ~~SECTION~~ § 19-394(B) OF THIS SUBTITLE.

17 (D) "~~CLINICAL STAFFING~~ STAFFING PLAN" MEANS A PLAN DEVELOPED
18 UNDER ~~SUBSECTION (D) OF THIS SECTION~~ § 19-394(C) OF THIS SUBTITLE.

19 **19-394.**

20 (A) THIS PART DOES NOT APPLY TO STATE HOSPITALS.

21 (B) (1) EACH HOSPITAL LICENSED UNDER THIS TITLE SHALL ESTABLISH
22 AND MAINTAIN A ~~CLINICAL~~ STAFFING COMMITTEE THAT HAS EQUAL MEMBERSHIP
23 FROM MANAGEMENT AND EMPLOYEES.

24 (2) EACH ~~CLINICAL~~ STAFFING COMMITTEE ESTABLISHED UNDER
25 THIS PART SHALL INCLUDE AT LEAST ONE OF THE FOLLOWING INDIVIDUALS:

26 (I) A CERTIFIED NURSING ASSISTANT;

27 (II) A DIETARY AIDE;

28 (III) AN EMERGENCY ROOM NURSE;

- 1 (IV) AN ENVIRONMENTAL SERVICE WORKER;
- 2 (V) A RESIDENT, IF THE COMMITTEE IS IN A TEACHING
3 HOSPITAL;
- 4 (VI) A STAFF PHYSICIAN WHO IS NOT A HOSPITAL EMPLOYEE OR
5 ADMINISTRATOR; ~~AND~~
- 6 (VII) A STAFF REGISTERED NURSE WHO IS NOT AN EMERGENCY
7 ROOM NURSE;
- 8 (VIII) A NURSE PRACTITIONER; AND
- 9 (IX) A TECHNICIAN.

10 (3) A ~~CLINICAL~~ STAFFING COMMITTEE ESTABLISHED UNDER
11 PARAGRAPH (1) OF THIS SUBSECTION MAY INCLUDE A PATIENT ADVOCATE.

12 (C) EACH ~~CLINICAL~~ STAFFING COMMITTEE SHALL DEVELOP A ~~CLINICAL~~
13 STAFFING PLAN THAT MEETS PATIENT NEEDS.

14 (D) WHEN DEVELOPING A ~~CLINICAL~~ STAFFING PLAN, THE ~~CLINICAL~~
15 STAFFING COMMITTEE SHALL CONSIDER:

- 16 (1) EXISTING STAFFING LEVELS;
- 17 (2) METHODS TO SECURE COVERAGE NEEDS AS NECESSARY;
- 18 (3) EXISTING GAPS IN STAFFING AND HOW TO ADDRESS THE GAPS;
- 19 (4) INPUT FROM INDIVIDUALS WITH SPECIFIC EXPERTISE IN THE
20 STAFFING CLASSIFICATIONS;

21 ~~(4)~~ (5) ANY AVAILABLE EVIDENCE-BASED STAFFING STANDARDS;
22 AND

23 ~~(5)~~ (6) A SCHEDULE FOR PERIODIC REVIEW OF THE STAFFING
24 PLAN.

25 (E) ON OR BEFORE JULY 1 EACH YEAR, EACH HOSPITAL, THROUGH THE
26 ~~CLINICAL~~ STAFFING COMMITTEE, SHALL CONDUCT A REVIEW OF THE ~~CLINICAL~~
27 STAFFING PLAN TO:

1 (1) EVALUATE THE EFFECTIVENESS OF THE ~~CLINICAL~~ STAFFING
2 PLAN DURING THE IMMEDIATELY PRECEDING YEAR;

3 (2) UPDATE THE ~~CLINICAL~~ STAFFING PLAN TO ENSURE THAT THE
4 ~~CLINICAL~~ STAFFING PLAN CONTINUES TO BE APPROPRIATE AND EFFECTIVE; AND

5 (3) DEVELOP A PROCESS FOR RECEIVING, RESOLVING, AND
6 TRACKING COMPLAINTS RELATED TO THE ~~CLINICAL~~ STAFFING PLAN.

7 (F) IN DEVELOPING THE ~~CLINICAL~~ STAFFING PLAN, THE ~~CLINICAL~~
8 STAFFING COMMITTEE SHALL CONSIDER:

9 (1) THE AVERAGE NUMBER OF PATIENTS ON EACH UNIT ON EACH
10 SHIFT DURING THE IMMEDIATELY PRECEDING YEAR AND RELEVANT INFORMATION
11 REGARDING PATIENT DISCHARGES, POTENTIAL ADMISSIONS, AND TRANSFERS;

12 (2) THE AVERAGE LEVEL OF ACUITY FOR PATIENTS ON EACH UNIT ON
13 EACH SHIFT DURING THE IMMEDIATELY PRECEDING YEAR AND THE
14 CORRESPONDING LEVEL OF NURSING CARE REQUIRED; AND

15 (3) AN ESTIMATE OF THE APPROPRIATE COMBINATION OF SKILL,
16 EXPERIENCE LEVEL, AND SPECIALTY CERTIFICATION OR TRAINING OF STAFF FOR
17 EACH UNIT ON EACH SHIFT THAT IS REQUIRED TO ADEQUATELY PROVIDE CARE.

18 **19-395.**

19 (A) ON OR BEFORE JANUARY 1 EACH YEAR, BEGINNING IN 2028, EACH
20 HOSPITAL SHALL:

21 (1) IMPLEMENT THE ~~CLINICAL~~ STAFFING PLAN ADOPTED UNDER §
22 **19-394** OF THIS SUBTITLE; AND

23 (2) ASSIGN PERSONNEL TO EACH PATIENT CARE UNIT IN
24 ACCORDANCE WITH THE ~~CLINICAL~~ STAFFING PLAN.

25 (B) A REGISTERED NURSE, A LICENSED PRACTICAL NURSE, AN ANCILLARY
26 MEMBER OF THE FRONTLINE TEAM, OR AN APPLICABLE EXCLUSIVE
27 REPRESENTATIVE MAY SUBMIT A COMPLAINT TO THE ~~CLINICAL~~ STAFFING
28 COMMITTEE REGARDING ANY VARIATION WHERE PERSONNEL ASSIGNMENT IN A
29 PATIENT CARE UNIT IS NOT IN ACCORDANCE WITH THE ADOPTED ~~CLINICAL~~
30 STAFFING PLAN.

31 (C) THE ~~CLINICAL~~ STAFFING COMMITTEE SHALL DETERMINE, BY A
32 MAJORITY VOTE, WHETHER A COMPLAINT HAS BEEN ADEQUATELY RESOLVED.

1 **19-396.**

2 (A) SUBJECT TO SUBSECTION (B) OF THIS SECTION, ON OR BEFORE
3 JANUARY 1 EACH YEAR, EACH HOSPITAL SHALL:

4 (1) POST IN A PUBLICLY ACCESSIBLE AND CONSPICUOUS AREA ON
5 EACH PATIENT UNIT THE ~~CLINICAL ANNUAL~~ STAFFING PLAN FOR THE UNIT ~~AND THE~~
6 ~~ACTUAL DAILY STAFFING FOR EACH SHIFT ON THE UNIT~~; AND

7 (2) ENSURE THAT A COPY OF THE ~~CLINICAL~~ STAFFING PLAN IS
8 AVAILABLE, ON REQUEST, ON EACH PATIENT UNIT.

9 (B) IF A ~~CLINICAL~~ STAFFING PLAN FOR A UNIT IS AMENDED AFTER IT IS
10 IMPLEMENTED, THE HOSPITAL SHALL POST OR PROVIDE THE AMENDED ~~CLINICAL~~
11 STAFFING PLAN FOR THE UNIT IN THE MANNER REQUIRED UNDER SUBSECTION (A)
12 OF THIS SECTION IN A TIMELY MANNER.

13 **19-397.**

14 (A) ON OR BEFORE JULY 1 EACH YEAR, BEGINNING IN 2030, EACH
15 HOSPITAL LICENSED UNDER THIS TITLE SHALL SUBMIT A REPORT TO THE
16 MARYLAND HEALTH CARE COMMISSION SUMMARIZING HOW THE HOSPITAL'S
17 ~~CLINICAL~~ STAFFING COMMITTEE HAS ADDRESSED SAFE HOSPITAL STAFFING
18 THROUGH THE HOSPITAL'S ~~CLINICAL~~ STAFFING PLAN DURING THE IMMEDIATELY
19 PRECEDING YEAR.

20 (B) THE MARYLAND HEALTH CARE COMMISSION SHALL:

21 (1) COMPILE THE REPORTS SUBMITTED UNDER SUBSECTION (A) OF
22 THIS SECTION; AND

23 (2) MAKE THE COMPILED REPORT PUBLICLY AVAILABLE BY
24 PUBLISHING THE COMPILATION ON ~~THE MAIN PAGE OF~~ ITS WEBSITE.

25 SECTION 2. AND BE IT FURTHER ENACTED, That each hospital shall establish
26 a ~~clinical~~ staffing committee as required under § 19-394 of the Health – General Article,
27 as enacted by Section 1 of this Act, on or before January 1, 2027.

28 SECTION 3. AND BE IT FURTHER ENACTED, That each ~~clinical~~ staffing
29 committee shall develop a ~~clinical~~ staffing plan as required under § 19-394 of the
30 Health – General Article, as enacted by Section 1 of this Act, on or before July 1, 2027.

31 SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect
32 October 1, 2026.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.