

February 13, 2026

To: The Honorable Pam Beidle, Chair, Senate Finance Committee  
The Honorable Antonio Hayes, Vice Chair, Senate Finance Committee

Re: Senate Bill 411 – Hospitals – Clinical Staffing Committees and Plans - Establishment

Dear Chair Beidle and Vice Chair Hayes,

On behalf of CalvertHealth Medical Center, we appreciate the opportunity to comment **in opposition of** SB411 – Clinical Staffing Committees and Plans. While we all share a commitment to ensuring patient safety and high quality care, CalvertHealth already follows rigorous and dynamic processes to adjust staffing as needed. We are committed to working with our workforce to continue to incorporate their perspectives and ideas when developing staffing policies and plans and have many mechanisms in place to do this. We believe that this bill would impose unnecessary burdens on hospitals at a time when hospitals are already navigating significant change and uncertainty.

The Centers for Medicare and Medicaid Services (CMS) currently establish Conditions of Participation that hospitals must meet to receive Medicare and Medicaid funding. These requirements include 24/7 nursing coverage as outlined in 42 CFR §482.23, competency-based staffing, and individualized nursing care plans for each patient. The Joint Commission also recently made staffing a National Performance Goal. CalvertHealth is accredited by the Joint Commission and is committed to adhering to all Joint Commission Standards and CMS Conditions of Participation.

At CalvertHealth, we have many effective mechanisms in place to ensure optimal staffing levels based on the acuity of patients, the complexity of care required, and other critical factors. In addition to engaging in a robust nursing shared governance model, we hold daily safety huddles where our teams assess patient care needs, staff availability, and any emerging concerns. Additionally, hourly checks are conducted to monitor bed status and adjust staffing accordingly. These processes are flexible and responsive, allowing us to make real-time decisions to ensure safe, high-quality care for our patients. This collaborative approach ensures that those directly involved in patient care have a voice in determining appropriate staffing levels. As mentioned above, these processes are informed by the recommendations and requirements of the Joint Commission and Centers for Medicare and Medicaid Services.

CalvertHealth Medical Center is deeply committed to supporting our workforce and collaborating on solutions that strengthen our workforce and advance health care in Maryland. We agree that workforce shortages, workplace violence, and ED throughput are critical issues that need solutions. A staffing committee will not solve these issues.

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