

HB 3294 A STAFF MEASURE SUMMARY

Senate Committee On Rules

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Meeting Dates: 6/20, 6/23

WHAT THE MEASURE DOES:

The measure clarifies certain aspects of the requirement that hospitals establish staffing committees and adopt staffing plans for specified employee groups, including nurses.

Detailed Summary:

- Clarifies that a hospital must comply with nurse-to-patient staffing ratios established in nurse staffing plan if plan is adopted; if nurse staffing plan has not been adopted, clarifies that hospital must comply with the direct care registered nurse-to-patient staffing ratios applicable to the unit.
- Permits the Oregon Health Authority (OHA) to consolidate complaints regarding nurse staffing requirements if the complaints contain the same allegations or allegations that are based on the same set of facts.
- Requires OHA to prioritize the investigation and disposition of complaints containing allegations occurring after June 1, 2025.
- Clarifies scope of penalty permitted to be issued against a hospital by OHA for failure to adopt a hospital-wide nurse staffing plan and failure to comply with applicable direct care registered nurse-to-patient staffing ratios. Specifies circumstances in which OHA may not impose a penalty based on specified hospital actions.
- Takes effect on 91st day following adjournment sine die.

ISSUES DISCUSSED:

- Challenges with implementation of House Bill 2697 (2023)
- Prevalence of staffing plan adoption by hospitals
- Clarify offered by measure

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

In 2015, the Legislative Assembly passed Senate Bill 469, updating Oregon's nurse staffing laws, including requiring hospitals to establish hospital nurse staffing committees to develop and approve hospital nurse staffing plans. The measure provided factors for hospital nurse staffing committees to consider when developing nurse staffing plans and required the Oregon Health Authority (OHA) to audit hospitals to determine compliance with the staffing plan requirement. House Bill 2697 (2023) modified the hospital nurse staffing committee and plan requirements and imposed civil penalties for staffing plan violations beginning June 1, 2025.

House Bill 3294 A clarifies certain aspects of the requirement that hospitals establish staffing committees and adopt staffing plans for specified employee groups, including nurses.