

Strengthening Maryland's Hospital Workforce: 2025 Legislative Wins



MHA secured major legislative wins in 2025 to strengthen Maryland's hospital workforce. The bills below reflect the field's efforts to support recruitment, retention, and long-term sustainability for the caregivers our communities depend on.

[SB 72/HB 367](#) HEALTH OCCUPATIONS BOARDS - ENGLISH PROFICIENCY REQUIREMENTS AND LICENSURE BY ENDORSEMENT FOR NURSING

Summary: Prohibits health occupations boards from requiring additional proof of English proficiency for licensure, certification, or registration if an applicant already holds an unrestricted license from another state that mandates such proof.

Effective Date: Oct. 1

[SB 407/HB 602](#) STATE BOARD OF NURSING - ADVANCED PRACTICE NURSING LICENSURE AND SPECIALTY CERTIFICATION

Summary: Requires the Board of Nursing to work with the nursing licensing boards of Delaware, Pennsylvania, Virginia, West Virginia, and the District of Columbia to pursue reciprocity agreements for advanced practice nursing licensure and specialty certification. It aims to increase access to qualified advanced practice registered nurses, enhance licensure portability, and provide ease of telehealth access in Maryland and surrounding jurisdictions. The Board is required to submit an annual report starting Nov. 1 on progress and recommendations.

Effective Date: July 1

[SB 299/HB 1347](#) CANNABIS AGENTS - REGISTRATION - SECURITY GUARDS

Summary: Removes hospitals from the definition of a security guard employer, ending the requirement for hospital security guards to be certified by the Maryland State Police. Also ends mandatory weekly reporting of code greens and purples. Hospitals are encouraged to maintain strides made in standardizing training practices.

Effective Date: Oct. 1

[SB 174/HB 345](#) INTERSTATE SOCIAL WORK LICENSURE COMPACT

Summary: Enables Maryland to join the compact, allowing social workers holding a multistate license to practice in all member states. Currently, 22 states have enacted the compact.

Effective Date: Oct. 1

HB 783 HEALTH OCCUPATIONS – IMPLICIT BIAS AND STRUCTURAL RACISM TRAINING

Summary: Requires applicants renewing their health occupation licenses and certificates to attest to completion of an implicit bias and structural racism training program approved by the Cultural and Linguistic Health Care Professional Competency Program. Health boards may offer continuing education credits for completing the training. The structural racism training will be developed and offered using funding from the grant provided to the Maryland Nurses Association from the American Nurses Association to advance antiracism efforts. This training will be offered free of charge.

Effective Date: Applies to renewals after April 1, 2026

SB 669/HB 675 PUBLIC SAFETY - RAPE KIT TESTING - TRACKING PROGRAM AND GRANT FUND

Summary: Expands the purpose of the Sexual Assault Kit Testing Grant Program (SAKT) to include peer to peer telehealth. This change allows hospitals to apply for this funding to support workforce and infrastructure costs associated with peer-to-peer telehealth. MHA is part of a statewide work group exploring a pilot program.

Effective Date: Oct. 1