



SUPPORT SB 3775 (Sen. Aquino) / HB 4658 (Rep. Hurley)

Nurse Staffing Agency Reform

SB 3775 / HB 4658 prohibits temporary nurse staffing agencies from employing predatory practices that exploit crisis-level staffing shortages caused by the pandemic and protects healthcare settings, including long-term care facilities already struggling due to the negative economic impact brought on by COVID-19, from being victimized by exorbitant fees charged by these agencies.

Background:

- According to the U.S. Bureau of Labor, skilled nursing and residential care facilities have lost at least 14% of their workforce during the pandemic.
- Nurse staffing agencies continue to price gouge during the pandemic, adding more costs on to facilities already struggling from the impacts of COVID-19.
- Many long-term care settings have been forced to hire agency staff at double the cost.
- Long-term care communities would prefer to invest in recruiting and retaining long-term staff with higher wages and benefits than continue to be victimized by exorbitant fees.
- According to the National Conference of State Legislatures, 29 other states have adopted measures to prevent private industry agencies from predatory surge pricing.

Components:

- Caps how much a nurse staffing agency can charge at 130% of the regional average wage hourly rate for each staffing position based on Bureau of Labor statistics, and ensures that at least 80% of fees charged are passed on to the employee.
- Eliminates non-compete clauses, which prevent agency nurses from gaining long-term employment directly with a facility that can offer them greater opportunities for career advancement, benefits, and training.
 - Non-compete clauses require nursing facilities to continue paying additional costs for staffing and limit opportunities for their employees.
- Requires nurse staffing agencies to be overseen by the Department of Public Health, rather than of the Department of Labor, as IDPH already regulates healthcare settings.

**The AALC, HCCI, IHCA, and LAI ask you to stand with nurses,
seniors, and long-term care communities!**

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