

KEY DATES & IMPLEMENTATION TIMELINE

- All Hospitals
- Rural/CAH Hospitals
- Urban/System Hospitals

JANUARY 1, 2024

- Hospitals must establish Hospital Staffing Committee (HSC) with expanded membership.

JULY-DECEMBER 2024

- Hospital CEO reviews plan, provides written feedback to the HSC and works with committee on final plan.

OCTOBER 30, 2024

- First quarterly meal & rest break report due for urban/system hospitals.

JULY 1, 2025

- Hospitals must begin tracking staffing plan compliance monthly.
- HSCs must adopt written policy and procedure regarding direct care RN and NA-C orientation and competency demonstration before assignment to work in a particular clinical area.

OCTOBER 2026

- First quarterly meal & rest break compliance report due for rural/CAH hospitals.

JULY 1, 2028

- Penalties for less than 80% compliance with meal & rest breaks begin for rural/CAH hospitals.

JULY 1, 2024

- HSC proposed staffing plan for 2025 due to hospital CEO for review and annually thereafter.
- HSCs must file a charter with the Department of Health (DOH).
- Uninterrupted meal & rest break requirements expand and formal compliance tracking begins.

OCTOBER 1, 2024

- Hospitals adopt written policies and procedures regarding compliance with the hospital staffing plan.

JANUARY 1, 2025

- Hospitals must submit final staffing plans to DOH and annually thereafter.

JANUARY 31, 2026

- First semi-annual staffing plan compliance report due for urban/system hospitals.

JULY 1, 2026

- Penalties for less than 80% compliance with meal & rest breaks begin for urban/system hospitals.

JANUARY 1, 2027

- Corrective action plan required for compliance with staffing assignments in staffing plan less than 80% of the time. Penalties for not following corrective action plan begin.