

2026 -- H 7030 SUBSTITUTE A

LC003152/SUB A

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2026

A N A C T

RELATING TO HEALTH AND SAFETY -- HEALTHCARE WORKER PLATFORM ACT

Introduced By: Representatives Shanley, Craven, Caldwell, Bennett, Casimiro, Corvese, Morales, Paplauskas, and Hopkins
Date Introduced: January 09, 2026

Referred To: House Health & Human Services

It is enacted by the General Assembly as follows:

1 SECTION 1. Title 23 of the General Laws entitled "HEALTH AND SAFETY" is hereby
2 amended by adding thereto the following chapter:

CHAPTER 106

HEALTHCARE WORKER PLATFORM ACT

23-106-1. Title.

This chapter shall be known and may be cited as the "Healthcare Worker Platform Act."

23-106-2. Definitions.

For the purposes of this chapter, the following words and terms have the following meanings:

(1) "Healthcare worker platform" means any person, company, corporation, partnership, or association that operates or offers a platform. A "healthcare worker platform" is not considered a "nursing service agency", as defined in § 23-17.7.1-2.

(2) "Platform" means an electronic platform, system, or application through which healthcare workers can accept one or more shifts to perform healthcare related services at a healthcare facility. To meet the definition of a platform, a healthcare worker platform shall not:

(i) Require a healthcare worker to work any specific shifts or specific number of shifts at a healthcare facility; or

(ii) Restrict a healthcare worker from engaging in any other occupation or business or from working at a healthcare facility, with any nursing service agency, or through any other healthcare

1 worker platform.

2 **23-106-3. Licensure of healthcare worker platforms.**

3 (a) Notwithstanding any other provision to the contrary, a healthcare worker platform shall  
4 be excluded from the definition of a "nursing service agency", as defined by §§ 23-17.7.1-3, 23-  
5 17.7.1-10, and 23-17.7.1-19.

6 (b) On or before June 1, 2027, the department of health shall promulgate rules and  
7 regulations that shall require the licensure of each healthcare worker platform that operates or offers  
8 a platform within the state.

9 (c) The department of health may assess an annual licensure fee of one thousand dollars  
10 (\$1,000) per licensee.

11 (d) After September 1, 2027, or by the date the department of health has set for licensure  
12 of healthcare worker platforms pursuant to subsection (b) of this section, whichever is later, no  
13 healthcare worker platform shall operate a platform in the state, unless it is licensed pursuant to  
14 subsection (b) of this section.

15 **23-106-4. Minimum worker and patient protections.**

16 (a) Every healthcare worker platform licensed pursuant to this chapter shall ensure that all  
17 healthcare workers utilizing the platform meet the following standards:

18 (1) Criminal background checks. Completion of a national fingerprint-based criminal  
19 background check, including disqualifying offenses, in accordance with department of health  
20 requirements. A healthcare worker who books shifts through a healthcare worker platform shall be  
21 able to receive a background check in accordance with § 23-17-34, and a healthcare worker  
22 platform shall be able to apply to the bureau of criminal identification of the department of attorney  
23 general for a national criminal records check as specified in § 23-17-34, even if the healthcare  
24 worker platform is not the employer of the healthcare worker.

25 (2) Credential and competency verification.

26 (i) Verification and maintenance of current professional licenses, certifications, and  
27 competencies necessary for the healthcare services to be performed, and healthcare workers can  
28 only select shifts that are within their lawful scope of practice.

29 (ii) No healthcare worker shall be allowed to book a shift on a healthcare worker platform  
30 until the requisite training in subsection (a)(3)(ii) of this section has been certified as having been  
31 taken.

32 (3) Training and/or competency evaluation program for nursing assistants.

33 (i) Every individual who provides nursing assistant services shall be required to be  
34 registered as required by chapter 17.9 of this title.

1 (ii) An educational program for nursing assistants who book shifts through a healthcare  
2 worker platform shall be required, which the healthcare worker platform must certify has been  
3 completed for each nursing assistant who books shifts through the healthcare worker platform. The  
4 educational program shall include orientation and periodic programs at least quarterly for a  
5 minimum of three (3) hours for the continued improvement and development of skills of nursing  
6 assistants, including competency training and required training based on licensure.

7 (4) Health and vaccination standards. Compliance with all applicable department of health  
8 requirements for healthcare personnel, including immunizations, tuberculosis screening, and  
9 infection control standards.

10 (5) Insurance coverage. Maintenance of occupational accident insurance coverage or  
11 verification that healthcare workers are covered by worker's compensation insurance applicable to  
12 any work performed during a shift the healthcare worker schedules through the platform and  
13 maintenance of general and professional liability insurance, in amounts determined by the  
14 department of health.

15 (b) A healthcare worker platform shall be deemed the responsible entity for ensuring  
16 compliance with this section, regardless of any contractual or employment classification of the  
17 healthcare worker.

18 **23-106-5. Requirements and prohibitions.**

19 (a) A healthcare worker platform shall never require the payment of liquidated damages,  
20 employment fees, or other compensation by a healthcare worker or healthcare facility that posts  
21 shift on the healthcare worker platform if a healthcare facility that posts shifts on the healthcare  
22 worker platform hires a healthcare worker who books shifts through the healthcare worker platform  
23 as a permanent employee of a healthcare facility.

24 (b) A healthcare worker platform shall not actively recruit potential contractors from a  
25 healthcare facility to which it has an active contract.

26 (c) A healthcare worker platform shall maintain compliance with maximum allowable rates  
27 or markups established by the department of health at the rates indicated in § 23-17.7.1-10(b).

28 **23-106-6. Inspections and investigations.**

29 (a) The department of health shall make or cause to be made any inspections and  
30 investigations that it deems necessary, including service records. Those service records shall  
31 include, but are not limited to, the following:

32 (1) Records of required health examination which shall be kept confidential as well as all  
33 required medical records including COVID-19 testing results and all required vaccinations required  
34 by the department of health; and

1 (2) Documents for each healthcare worker who books shifts on the healthcare worker  
2 platform, including documented evidence of credentials and other appropriate data, including,  
3 records of completion of required training and educational programs, medical records, and criminal  
4 background checks.

5 (b) Records of violations of public health code by all healthcare workers who book shifts  
6 on healthcare worker platforms shall be tracked and made a public record. A healthcare worker  
7 platform only must maintain records of violations of the public health code when the violations  
8 occurred during the shifts booked by healthcare workers through the healthcare worker platform.

9 (c) The long-term care coordinating council (LTCC) shall develop standards for healthcare  
10 worker platforms and a ranking formula to track all healthcare worker platforms for public  
11 accountability.

12 (d) If a healthcare worker who books shifts through a healthcare worker platform is directly  
13 connected to a quality of care or a substandard quality of care deficiency in a facility, a subsequent  
14 investigation by the licensing agency may be conducted of the healthcare worker platform through  
15 which the healthcare worker has booked the relevant shifts to determine if the healthcare worker  
16 platform is operating in accordance with this chapter.

17 **23-106-7. Annual reporting requirements.**

18 (a) Each health worker platform shall submit an annual statistical report to the department  
19 of health including, but not limited to:

20 (1) Mean, median, and average pay rates by the healthcare worker platform of healthcare  
21 workers, by profession, in the state;

22 (2) Number of healthcare workers who booked shifts through the healthcare worker  
23 platform in the state;

24 (3) Number of healthcare workers who have booked shifts through the healthcare worker  
25 platform in the state who have been deactivated;

26 (4) Number of healthcare workers who have booked shifts through the healthcare worker  
27 platform in the state reported to the office of the attorney general;

28 (5) Number of healthcare workers who have booked shifts through the healthcare worker  
29 platform in the state reported to the department of health for abuse, neglect, misappropriation, and  
30 job abandonment;

31 (6) The amounts charged to healthcare facilities for shifts worked by a healthcare worker  
32 in the state without facility identifying information; and

33 (7) Any other information that the department of health determines relevant to determine  
34 how much healthcare facilities who participate in Medicare and Medicaid are charged by healthcare

1 worker platforms.

2 (b) Reports under this section shall be submitted by healthcare worker platforms no later  
3 than thirty (30) days after the end of the calendar year.

4 **23-106-8. Anti-evasion.**

5 No healthcare worker platform shall structure its operations, contracts, or worker  
6 classifications for the purpose of avoiding the requirements of this section.

7 SECTION 2. This act shall take effect upon passage.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF

A N A C T

RELATING TO HEALTH AND SAFETY -- HEALTHCARE WORKER PLATFORM ACT

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1           This act would establish the healthcare worker platform act allowing for the creation of  
2 healthcare worker platforms, that would offer healthcare shifts enabling healthcare workers to  
3 perform healthcare services. The healthcare worker platforms would be required to register with  
4 the department of health and would be considered exempt from classification as a nursing service  
5 agency.

6           This act would take effect upon passage.

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