

Appendix A: Table of State Policies

<i>State, Year, and Sponsor(s) Party</i>	<i>Policy Description</i>	<i>Platform Lobbying</i>	<i>Policy Status</i>
California 2022 N/A	The California Independent Healthcare Contractor Definition Initiative was a ballot initiative that would have exempted gig nursing platforms—so-called “health care worker platforms”—with an independent-contractor labor model from all CA employment laws. ¹²⁸	Unknown	Withdrawn
Colorado 2022 Bipartisan	Senate Bill 22-210 established CO’s healthcare staffing agency regulations, and exempted nursing platforms—“health care worker platforms”—with an independent-contractor labor model from those regulations; the definitions section of the bill states that a gig nursing platform engages a worker “as an independent contractor and not as an employee.” ¹²⁹	Unknown	In effect
Georgia 2026 Bipartisan	House Bill 991 would exempt gig nursing platforms—“healthcare technology platforms”—with an independent-contractor labor model from GA’s unemployment insurance and workers’ compensation laws. ¹³⁰	Clipboard Health ¹³¹	Pending
Illinois 2026 Democrat	House Bill 5516 would exempt gig nursing platforms—“healthcare worker platforms”—from IL’s Nursing Agency Act (which features a provision that provides just cause termination protections to agency nurses) and its Day and Temporary Labor Services Act (which includes a provision requiring compensation—including benefits—parity with permanent workers doing the equivalent work); the bill also establishes requirements of gig nursing platforms and their workers that suggest the workers are independent contractors. ¹³²	Clipboard Health, Nursa, CareRev ¹³³	Pending
Iowa 2024 Bipartisan	House File 2199, introduced in January 2024 and withdrawn the following month, would have established IA’s “healthcare employment agency” and gig nursing platform—“healthcare technology platform”—regulations, requiring the same registration and reporting requirements for both agencies and platforms; the definitions section of the bill states that a gig nursing platform engages a worker “as an independent contractor”; the bill’s provisions were to apply retroactively (before enactment of the bill). ¹³⁴	Unknown	Withdrawn

¹²⁸ California Ballot Prop. No. 21-0023, *Independent Healthcare Contractor Definition Initiative* (2022), [https://ballotpedia.org/California_Independent_Healthcare_Contractor_Definition_Initiative_\(2022\)](https://ballotpedia.org/California_Independent_Healthcare_Contractor_Definition_Initiative_(2022)).

¹²⁹ Colorado S.B. 22-210, 2022 Reg. Sess. (2022), <https://leg.colorado.gov/bills/SB22-210>.

¹³⁰ Georgia H.B. 991, 2025–2026 Reg. Sess. (2026), (<https://www.legis.ga.gov/legislation/72258>).

¹³¹ “View Client Profile,” Georgia State Ethics Commission, accessed April 15, 2026, <https://peachfile.ethics.ga.gov/public/lobbyistmodule/employerProfile>.

¹³² Illinois H.B. 5516, 104th Gen. Assemb., Reg. Sess. (2026), <https://www.ilga.gov/Legislation/BillStatus?GAID=18&DocNum=5516&DocTypeID=HB&LegID=0&SessionID=114>.

¹³³ “Lobbyist Information Search,” Illinois Secretary of State, accessed April 15, 2026, <https://www.ilsos.gov/departments/index/lobbyist/lobbyist-search.html>.

¹³⁴ Iowa H.F. 2199, 90th Gen. Assemb. (2024), <https://www.legis.iowa.gov/legislation/BillBook?ba=HF%202199&ga=90>.

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Iowa 2024 Bipartisan	House File 2391, introduced in February 2024, superseded HF 2199 (described above), but retroactivity of the bill's provisions was removed. ¹³⁵	Unknown	Dead
Iowa 2024 Bipartisan	House File 2698, introduced in April 2024 and enacted the following month, was a Health and Human Services Appropriations bill that established IA's "healthcare employment agency" and gig nursing platform—"healthcare technology platform"—regulations, requiring different reporting for platforms (no reporting of service rates and wages by category of worker for Medicare / Medicaid-funded positions); the definitions section of the bill states that a gig nursing platform engages a worker "as an independent contractor." ¹³⁶	ShiftKey ¹³⁷	In effect
Kansas 2025–2026 Bipartisan	Senate Bill 228 establishes KS's "supplemental nursing services agencies" and gig nursing platform—"healthcare worker platforms"—regulations; unique provisions include a requirement that platforms maintain workers' compensation coverage for platform workers, a requirement that platforms report to state authorities the names and addresses of all independent contractors for whom income taxes will not be withheld, and authorization to the state to conduct unannounced worker surveys and complaint investigations; the definitions section of the bill states that workers on gig nursing platforms "are independent contractors"; the gig nursing firm Kare lobbied the House Appropriations Subcommittee on Contract Nursing in 2023 urging state legislators, as they consider how they will regulate contract nursing in the state, to "recognize the labor model" Kare uses, citing gig nursing platform definitions in Colorado's SB 22-210 (2022) and rulemaking on Missouri's SB 710 (2024). ¹³⁸	Kare, ¹³⁹ ShiftKey ¹⁴⁰	Pending
Louisiana 2023–2026 N/A	Rulemaking by the Department of Health on LA's Nurse Staffing Licensing Law has incorporated a definition of gig nursing platforms—"healthcare technology platforms"—as engaging "contracted" workers; rulemaking is still ongoing. ¹⁴¹	Unknown	Pending

¹³⁵ Iowa H.F. 2391, 90th Gen. Assemb. (2024), <https://www.legis.iowa.gov/docs/publications/LGI/90/HF2391.pdf>.

¹³⁶ Iowa H.F. 2698, 90th Gen. Assemb. (2024), <https://www.legis.iowa.gov/legislation/BillBook?ga=90&ba=HF%202698&v=e>.

¹³⁷ Iowa Legislature, "Client Info: ShiftKey," 2024–25, <https://www.legis.iowa.gov/lobbyist/reports/client?clientID=19342&ga=90&session=2>.

¹³⁸ Kansas S.B. 228, 2025-2026 Leg., Reg. Sess. (2025), https://www.kslegislature.gov/li/b2025_26/measures/sb228; *Written Testimony, House Appropriations Subcommittee on Contract Nursing, Kansas Legislature* (March 29, 2024) (statement of Rich Kortum), https://www.kslegislature.gov/li_2024/b2023_24/committees/ctte_h_appropriations_1/documents/testimony/20240401_28.pdf.

¹³⁹ *Ibid.*

¹⁴⁰ "Lobbyist Directory Search - Lobbyist Results: ShiftKey, LLC," Office of Kansas Secretary of State, 2026, <https://www.sos.ks.gov/elections/lobbyist.aspx?cath=105280&lyear=2026&cliSeq=1>.

¹⁴¹ Louisiana H.B. 958, 2022 Reg. Sess. (2022), <https://www.legis.la.gov/Legis/ViewDocument.aspx?d=1288272>; *Nurse Staffing Agencies Licensing Standards*, La. Admin. Code tit. 48, pt. I, § 7703 (2024), https://ldh.la.gov/assets/medicaid/hss/docs/HSS_Rule_Making/Potpourri/NSA_Potpourri_24.04.pdf; Louisiana Department of Health, "NSA Rulemaking Activity: NSA Licensing Standards," Health Standards Section, <https://ldh.la.gov/health-standards-section/nsa-rm>.

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Minnesota 2022 Bipartisan	Senate File 4410, a healthcare policy and funding omnibus bill, included a definition of gig nursing platform—“healthcare worker platform”—workers as independent contractors in a section addressing background-check requirements for healthcare workers. ¹⁴²	Unknown	Dead
Minnesota 2025–2026 Bipartisan	Senate File 1678 / House File 1232 would amend MN’s “supplemental nurse staffing agency” regulations, excluding gig nursing platforms—“healthcare worker platforms”—from the definition of “supplemental nurse service agency” under the regulations, but establishing similar registration and other requirements; the bill establishes requirements of gig nursing platforms and their workers that suggest the workers are independent contractors, including that workers pay all self-employment taxes. ¹⁴³	Clipboard Health, ¹⁴⁴ Kare ¹⁴⁵	Pending
Missouri 2022	Senate Bill 909 would have exempted gig nursing platforms—“healthcare contractor platforms”—with an independent-contractor labor model from all of MO’s employment laws. ¹⁴⁶	ShiftKey ¹⁴⁷	Dead
Missouri 2023 N/A	Rulemaking by the Department of Health and Senior Services following MO’s passage of SB 710 (2022), which established “supplemental health care services agency” regulations, defined gig nursing platforms as “technology platforms” that “maintain the data of health care personnel or independent contractors.” ¹⁴⁸	ShifKey ¹⁴⁹	In effect
Nebraska 2025–2026 Republican	Legislative Bill 308 would have established the “Health Care Staffing Agency Registration Act,” including gig nursing platforms—“healthcare technology platforms”—in the regulations; the definitions section of the bill states that a gig nursing platform engages a worker “as an independent contractor.” ¹⁵⁰	ShiftKey ¹⁵¹	Dead

¹⁴² Minnesota S.F. 4410, 92nd Leg., Reg. Sess. (2022),

<https://www.revisor.mn.gov/bills/92/2022/0/SF/4410/versions/latest>.

¹⁴³ Minnesota S.F. 1678, 94th Leg., Reg. Sess. (2025), <https://www.revisor.mn.gov/bills/94/2025/0/SF/1678>.

¹⁴⁴ Minnesota Campaign Finance and Public Disclosure Board, “Lobbying Organization Details: Twomagnets LLC d/b/a Clipboard Health,” 2025,

<https://cfb.mn.gov/reports-and-data/viewers/lobbying/lobbying-organizations/8488/2025.2>.

¹⁴⁵ Minnesota Campaign Finance and Public Disclosure Board, “Lobbying Organization Details: Twomagnets LLC d/b/a Clipboard Health,” 2024,

<https://cfb.mn.gov/reports-and-data/viewers/lobbying/lobbying-organizations/7993/2024.2>.

¹⁴⁶ Missouri S.B. 909, 101st Gen. Assemb., 2nd Reg. Sess. (2022),

<https://www.senate.mo.gov/BillTracking/Bills/BillInformation?year=2022&billid=71259914>.

¹⁴⁷ “SB 909 (April 28, 2022),” FastDemocracy, <https://fastdemocracy.com/bill-search/mo/2022/bills/MOB00016211>.

¹⁴⁸ Missouri Department of Health and Senior Services, “Licensing & Regulations: Supplemental Health Care Service Agencies,” <https://health.mo.gov/safety/shcsa/laws-and-regulation.html>; *Supplemental Health Care Services Agency*, 19 Mo. Code Regs. tit. 19, § 30-105 (2023),

<https://www.sos.mo.gov/CMSImages/AdRules/csr/current/19csr/19c30-105.pdf>.

¹⁴⁹ Missouri Secretary of State, *Missouri Register* 48, no. 16 (August 15, 2023),

<https://www.sos.mo.gov/CMSImages/AdRules/moreg/2023/v48n16Aug15/v48n16.pdf>.

¹⁵⁰ Nebraska L.B. 308, 109th Leg., 2nd Sess. (2026),

https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59270.

¹⁵¹ Clerk of the Nebraska Legislature’s Office, “Principals and Registered Lobbyists,” 35, April 13, 2026,

<https://nebraskalegislature.gov/FloorDocs/Current/PDF/Lobby/principallist.pdf>.

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Nebraska 2026 Republican	Legislative Bill 921 duplicates the language in LB 308 (described above), but tacks that language to the end of a bill establishing rules for mass layoffs. ¹⁵²	ShiftKey ¹⁵³	Pending
Nevada 2023 Bipartisan	Assembly Bill 460 would have exempted a gig nursing platform—“[a]n entity that assists a medical facility in contracting with or hiring a provider of health care or other person involved in the provision of health care if [...] [t]he provider of health care or other person is not an employee of the entity assisting in the hiring or contracting of the provider of health care”—from the state’s “nursing pools” regulations. ¹⁵⁴	CareRev ¹⁵⁵	Dead
New York 2025 Democrat	Senate Bill 3355 included gig nursing platforms—“digital health care service platforms”—in NY’s “temporary health care services agency” regulations, which require sharing of contracts with state authorities. ¹⁵⁶	ShiftKey, Clipboard Health, Nursa, Kare ¹⁵⁷	In effect
Ohio 2023 Bipartisan	House Bill 33 was an appropriations bill that briefly (until Senate markup removed it) contained language that would have defined gig nursing platforms—“healthcare worker platforms”—as entities that engage workers who “are independent contractors.” ¹⁵⁸	Unknown	Dead
Ohio 2025–2026 Republican	House Bill 277 would exempt gig nursing platforms—“healthcare worker platforms”—with an independent-contractor labor model from OH’s laws pertaining to minimum wage, overtime, timely payment of wages, workers’ compensation, unemployment insurance, and employee tax withholding. ¹⁵⁹	ShiftKey, Clipboard Health ¹⁶⁰	Pending

¹⁵² Nebraska L.B. 921, 109th Leg., 2nd Sess. (2026),

https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63332.

¹⁵³ Clerk of the Nebraska Legislature’s Office, “Principals and Registered Lobbyists,” 35, April 13, 2026,

<https://nebraskalegislature.gov/FloorDocs/Current/PDF/Lobby/principallist.pdf>.

¹⁵⁴ Nevada A.B. 460, 82nd Sess. (2023), <https://www.leg.state.nv.us/App/NELIS/REL/82nd2023/Bill/10474/Overview>.

¹⁵⁵ Nevada Assembly, Committee on Ways and Means, *Minutes of the Meeting of the Assembly Committee on Ways and Means*, 82nd Sess., 5, May 12, 2023,

<https://archive.leg.state.nv.us/Session/82nd2023/Minutes/Assembly/WM/Final/1179.pdf>; Jimmy Lau, “Conceptual Amendment to AB460,”

https://www.leg.state.nv.us/App/NELIS/REL/82nd2023/ExhibitDocument/OpenExhibitDocument?exhibitId=69952&fileDownloadName=0522_AB460_ferrari.c_amend.pdf.

¹⁵⁶ New York S.B. 3355, 2025–2026 Leg. Sess. (2025),

<https://www.nysenate.gov/legislation/bills/2025/S3355/amendment/original>.

¹⁵⁷ New York State Commission on Ethics and Lobbying, “Public Search Query,”

<https://reports.ethics.ny.gov/publicquery>.

¹⁵⁸ Ohio Sub. H.B. 33, 135th Gen. Assemb. (2023), <https://www.legislature.ohio.gov/legislation/135/hb33/documents>;

Ohio H.B. 33, 135th Gen. Assemb. (as passed by the House, May 2023),

https://search-prod.lis.state.oh.us/api/v2/general_assembly/135/legislation/hb33/02_PH/pdf; Ohio H.B. 33, 135th

Gen. Assemb. (as reported by the Senate Finance Committee, June 2023),

https://search-prod.lis.state.oh.us/api/v2/general_assembly_135/legislation/hb33/03_RS/pdf.

¹⁵⁹ Ohio H.B. 277, 136th Gen. Assemb. (2025), <https://www.legislature.ohio.gov/legislation/136/hb277>.

¹⁶⁰ OLAC, “Legislative Bill Search: HB 277,”

<https://www2.jlec-olig.state.oh.us/OLAC/Reports/LegislativeDecisionSearch.aspx>.

<i>State, Year, and Sponsor(s) Party</i>	<i>Policy Description</i>	<i>Platform Lobbying</i>	<i>Policy Status</i>
<p>Pennsylvania 2025–2026 Democrat</p>	<p>House Bill 1166 would exempt gig nursing platforms—“healthcare worker platforms”—with an independent-contractor labor model from complying with all of PA’s employment laws given that the platform workers work under 32 hours per week; it would also establish registration and reporting requirements similar to those required of nurse staffing agencies.¹⁶¹</p>	<p>Unknown</p>	<p>Pending</p>
<p>Rhode Island 2026 Bipartisan</p>	<p>House Bill 7030, the “Healthcare Worker Platform Act,” would carve gig nursing platforms out of RI’s nursing agency regulations, including requirements to maintain workers’ compensation coverage for workers and to report to state authorities the number of workers engaged by job category; the bill would give the Department of Health the authority to establish registration and reporting requirements for gig nursing platforms; the bill establishes requirements of gig nursing platforms and their workers that suggest the workers are independent contractors.¹⁶²</p>	<p>Clipboard Health¹⁶³</p>	<p>Pending</p>
<p>Tennessee 2023 Bipartisan</p>	<p>House Bill 1095 established TN’s “temporary healthcare staffing agency” regulations, including gig nursing platforms in the agency definition; the bill’s definitions section allows that platforms—entities that use “a digital website or digital smartphone application” to engage with workers and facilities—may engage a worker who “contracts with or is employed by” the platform.¹⁶⁴</p>	<p>Unknown</p>	<p>In effect</p>
<p>Utah 2025 Bipartisan</p>	<p>Senate Bill 228 established gig nursing platform (“healthcare services platform”) registration and operating requirements. The bill is structured similarly to nursing agency regulations in other states (which Utah has not yet enacted), but leaves out reporting to state authorities on wages and service charges by worker category; the definitions section of the bill states that a gig nursing platform engages a worker “as an independent contractor.”¹⁶⁵</p>	<p>Nursa¹⁶⁶</p>	<p>In effect</p>

¹⁶¹ Pennsylvania H.B. 1166, 2025–2026 Reg. Sess. (2025), <https://www.palegis.us/legislation/bills/2025/hb1166>.

¹⁶² Rhode Island H.B. 7030, 2026 Reg. Sess. (2026), <https://webserver.rilegislature.gov/BillText/BillText26/HouseText26/H7030.pdf>; Rhode Island Code Regs. 216-40-10-10 (June 20, 2024), <https://rules.sos.ri.gov/regulations/part/216-40-10-10>.

¹⁶³ Rhode Island Department of State, “For-Profit Entity Details: Clipboard Health,” 2025, <https://lobbytracker.sos.ri.gov/LobbyTrackerSearch/LobbyTrackerView?ProfileId=4476&ActivityName=&SessionYear=2025&FlowType=Profile&SessionYearId=9>.

¹⁶⁴ Tennessee H.B. 1095, 113th Gen. Assemb. (2023), <https://wapp.capitol.tn.gov/apps/BillInfo/Default?BillNumber=HB1095&ga=113>.

¹⁶⁵ Utah S.B. 228, 2026 Gen. Sess. (2026), <https://le.utah.gov/~2026/bills/static/SB0228.html>.

¹⁶⁶ Utah Governor, “Lobbyist Search by Principal,” <https://lobbyist.utah.gov/Search/LobbyistByPrincipal>.

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Utah 2026 N/A	UT’s Division of Professional Licensing at the Department of Commerce is considering a rule that would undermine implementation of SB 228 (described above) by relegating enforcement to “informal adjudicative proceedings,” with relaxed rules of evidence and prohibition of discovery. ¹⁶⁷	Nursa ¹⁶⁸	Pending
Wisconsin 2026 Republican	Assembly Bill 794 / Senate Bill 768 would exempt gig nursing platforms—“healthcare worker platforms”—with an independent-contractor labor model from all of WI’s employment laws. ¹⁶⁹	Clipboard Health, Kare ¹⁷⁰	Dead

¹⁶⁷ Utah Department of Commerce, Division of Professional Licensing, “Health Care Services Platform: Laws and Rules,” <https://commerce.utah.gov/dopl/health-care-services-platform/laws-and-rules>; *Utah State Bulletin*, Utah Admin. Code R156-46b (proposed February 2026), <https://commerce.utah.gov/wp-content/uploads/2026/02/proposed-rule-r156-46b-division-utah-administrative-procedures-act-rule-oar.57787.pdf>.

¹⁶⁸ *Ibid.*

¹⁶⁹ Wisconsin State Assembly, AB 794, 2025-26 Leg. Sess. (2025), <https://docs.legis.wisconsin.gov/2025/proposals/ab794>.

¹⁷⁰ “Search Lobbying Principals,” Wisconsin Ethics Commission, <https://lobbying.wi.gov/Who/Principals/2025REG/SearchNames>.