

LFC Requester:

Harry Rommel

AGENCY BILL ANALYSIS - 2026 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov*(Analysis must be uploaded as a PDF)***SECTION I: GENERAL INFORMATION***{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*Date Prepared: 1/23/2026

Check all that apply:

Bill Number: HB 115Original Correction Amendment Substitute

		Agency Name	
Sponsor:	E. Diane Torres-Velásquez and Elizabeth "Liz" Stefanics	and Code	449 Board of Nursing
Short Title:	Protections for Nurses invoking Safe Harbor	Number:	
		Person Writing	Sheena Ferguson
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SECTION II: FISCAL IMPACT**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
0	0	0	0

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
0	0	0	0	0

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	0	0	0	0	0	0

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:

Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: This bill provides additional employment protections for nurses who invoke the Safe Harbor act.

FISCAL IMPLICATIONS: There are no fiscal implications for the NM Board of Nursing.

Note: major assumptions underlying fiscal impact should be documented.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.

SIGNIFICANT ISSUES: Inaction by leadership to follow-up on potential retaliation was lacking. The additional added element of “inquires about any perceived retaliation that occurred as a result of invoking safe harbor” was much needed. Checking for retaliation should be part of the standard process.

PERFORMANCE IMPLICATIONS: None.

ADMINISTRATIVE IMPLICATIONS: None.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP: None.

TECHNICAL ISSUES: None.

OTHER SUBSTANTIVE ISSUES: None.

ALTERNATIVES: None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL:

The Board of Nursing is aware of situations where nurses have been retaliated against for initiating Safe Harbor, usually when there is no follow-up action. That may continue without a requirement for follow-up.

AMENDMENTS: None.

Reference: [Safe Harbor in Nursing: When and How to Invoke – Bridge Legal](#)