

LFC Requester:	Harry Rommel
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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: 1/23/26 **Bill Number:** HB **Original** **Amendment** **Substitute**

Short Title: NURSE SAFE HARBOR PROTECTION

Sponsor: Rep.Torres-Velasquez

Name and Code Number: HCA 630

Person Writing: Jennifer Williams

Phone: 505 618-0712 **Email:** jennifer.williams@hca.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
\$0.0	\$0.0		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
\$0.0	\$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	\$0.0		

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: HB0115 expands the existing nurse safe harbor act to include investigation of incidences of perceived retaliation, bullying, and clarifies that health care facilities' personnel may not engage in retaliatory or discriminatory behavior.

FISCAL IMPLICATIONS

None for MAD

None for ITD

SIGNIFICANT ISSUES

Protecting nurses from bullying and from retaliation by health care personnel as well as facilities provides additional protection for nurses who invoke safe harbor. This will ensure NM is an appealing state in which to practice nursing and could attract nurses to move here, increasing access to healthcare.

This is a rarely discussed issue in facilities. Adding to the investigation a question regarding retaliation is not a bad aspect to investigate. These safe harbor reports are internal, there are not reporting requirements or outside accountability for the incident, review of the incident, or outcomes/changes put in place to help alleviate the issue in the future.

PERFORMANCE IMPLICATIONS

None for MAD

None for ITD

ADMINISTRATIVE IMPLICATIONS

None for MAD

None for ITD

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None for MAD

TECHNICAL ISSUES

None for MAD

None for ITD

OTHER SUBSTANTIVE ISSUES

As drafted, the bill lacks a definition of "bullying". Other statutory and regulatory definitions of

“bullying” apply in the context of schools and youth.

ALTERNATIVES

Add mandatory reporting of all Safe Harbor initiations by staff in facilities. These incidents could be monitored remotely, and the frequency could be tracked. If there is a trend in these incidents as defined by an authority, the New Mexico Health Care Authority Division of Health Improvement could perform a site visit. This would increase the cost of implementation for potential monitoring and site visits for poor trends in performance. State surveyors could do site visits on these issues, but there would not be federal funding for those survey activities as they would be done based on state regulations.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Status quo

AMENDMENTS