



8403 Colesville Road, Suite 500
Silver Spring, MD 20910
+1 (301) 628.5000
ana.org

January 31, 2025

The Honorable Mike Johnson
Speaker, U.S. House of Representatives
Washington, DC 20515

The Honorable John Thune
Majority Leader, U.S. Senate
Washington, DC 20510

The Honorable Hakeem Jeffries
Democratic Leader, U.S. House of Representatives
Washington, DC 20515

The Honorable Charles Schumer
Democratic Leader, U.S. Senate
Washington, DC 20510

Dear Speaker Johnson, Leader Thune, Leader Jeffries, and Leader Schumer:

The American Nurses Association (ANA) is pleased to share our legislative priorities for the 119th Congress, focused on the most pressing issues facing nurses—ensuring an adequate nursing workforce, expanding patients’ timely access to care, and promoting the safety and well-being of nurses.

ANA is the premier organization representing the interests of the nation’s 5 million registered nurses (RNs), through its constituent and state nurses’ associations, organizational affiliates, and individual members. RNs serve in multiple direct care, care coordination, and administrative leadership roles, across the full spectrum of health care settings. RNs provide and coordinate patient care, educate patients and the public about various health conditions, and provide advice and emotional support to patients and their family members. ANA members also include those practicing in the four advanced registered nurse (APRN) roles: nurse practitioners (NPs), clinical nurse specialists (CNSs), certified nurse-midwives (CNMs), and certified registered nurse anesthetists (CRNAs). ANA is dedicated to partnering with health care consumers to improve practices, policies, delivery models, outcomes, and access across the health care continuum.

Nurses continue to [rank as the most trusted professionals](#) by Gallup for the 22nd consecutive year. This public trust is a testament to nurses’ unwavering dedication to delivering high-quality care, often under challenging circumstances. Unfortunately, the nursing profession continues to face significant barriers that hinder our ability to meet the nation’s current and future health care needs. Persistent nursing workforce shortages, unsafe working conditions, burnout, and outdated regulatory constraints are real challenges that Congress must address. Through the legislative priorities outlined in this letter, Congress has the opportunity to make a profound and positive impact on patient access to timely, high-quality care across the country. Specific legislation discussed in this letter is summarized and delineated by committee of jurisdiction in Enclosure #1.

We appreciate your careful consideration of our legislative priorities. ANA and the nurses we represent stand ready to work with Congress to adopt these priorities and address greater health care challenges throughout the course of this legislative session.

The Power of Nurses™

Investing in Nursing Education and Recruitment

The U.S. Bureau of Labor Statistics [estimates](#) that there will be approximately 194,500 openings for RNs annually through 2033 due to nurse retirements and workforce exits. The nursing shortage carries enormous risk to quality care given how patient outcomes decrease when nurses are stretched too thin. Further complicating this crisis is the ongoing shortages of nurse faculty in nursing schools and nurse preceptors in clinical settings. In fact, nursing schools [turned away over 65,000 qualified applications](#) in 2023 alone. This is largely due to a nurse faculty shortage that has grown to nearly 2,000 full-time faculty vacancies. Congress can address this mounting challenge and rebuild our nation's nursing workforce by investing in nursing education and training programs to attract nurse faculty and nurse preceptors needed to train the next generation of nurses.

Build the Nursing Workforce Through Tax Reforms and Incentives

As Congress considers tax reform policies, ANA is pleased to highlight two measures that would meaningfully impact the nursing workforce pipeline. The Providing Real-World Education and Clinical Experience by Precepting Tomorrow's (PRECEPT) Nurses Act (H.R. 392/S.131) would incentivize more nurses to serve as clinical preceptors by establishing a seven-year pilot program that provides a \$2,000 tax credit to individuals who serve as a clinical preceptor for (1) nursing students, (2) nurses with less than six months of experience, or (3) APRN candidates in a health professional shortage area (HPSA). In addition, the Nurse Corps Tax Parity Act would amend the Internal Revenue Code to provide an income tax exemption for recipients of scholarships and loan repayments through the Nurse Corps Scholarship and Loan Repayment Programs, which address the need for nurses in critical shortage facilities across the country. This legislation would address an unnecessary disparity, as a similar tax exemption already applies to recipients of scholarships and loan repayments through the National Health Service Corps. By making these critical investments, Congress will ensure that patients have increased access to a compassionate and well-trained nursing workforce.

Enhance Nurse Faculty Career Pathways

Nursing schools face challenges attracting nurse faculty due to the pay disparity between nurses practicing in acute care settings and nurse educators. To help address the need to increase faculty at nursing schools, ANA supports passage of the Nurse Faculty Shortage Reduction Act. This legislation authorizes a grant program through which nursing schools can receive funding to supplement – not supplant – the differential between faculty and clinical salaries in the same local market. The schools of nursing applying are required to show that they will be able to retain these nurse faculty past the expiration of the grant. ANA urges Congress to pass this bipartisan measure to help nursing schools recruit and retain nurse faculty who will prepare future nurses to provide compassionate, high-quality care to their patients.

Support the Title VIII Nursing Workforce Development Programs and FAAN Act

Congress must support and fund the Title VIII Nursing Workforce Development Programs, authorized by Congress under Title VIII of the Public Health Service Act and administered by the Health Resources and Services Administration. These programs represent the only dedicated federal programs aimed at bolstering nursing education from entry-level preparation through graduate study. They address multiple facets of nursing workforce demand, including education,

practice, recruitment, and retention. They also aim to recruit nursing students who are trained to meet the unique needs of patient populations across the country and attract nurses to rural and medically underserved communities. ANA urges Congress to appropriate at least \$310.472 million for Title VIII Programs in Fiscal Year 2025 and prioritize investment in these vital programs as part of the FY 2026 appropriations cycle.

ANA also urges Congress to support the passage of the Future Advancement of Academic Nursing (FAAN) Act to help schools of nursing receive desperately needed infrastructure support and provide a proactive approach to meeting future workforce demands. These investments in the nursing workforce will be especially beneficial for healthcare facilities and patients in rural and medically underserved communities. By approving the FAAN Act, Congress can also ensure that our nation has the nursing workforce it needs on the front lines of future public health emergencies.

Expanding Patients' Timely Access to Quality Care

Remove Outdated Barriers to Care for Medicare and Medicaid Beneficiaries

Today, more than 40 percent of Medicare patients receive affordable, high-quality care from APRNs, who have advanced degrees and extensive clinical training and expertise. NPs alone conduct more than one billion patient visits annually, particularly in medically underserved urban and rural areas. Unfortunately, the Medicare and Medicaid programs continue to constrain APRN practice due to outdated statutory and regulatory barriers, such as unnecessary supervision requirements and payment restrictions for services provided to patients. ANA urges Congress to pass the bipartisan Improving Care and Access to Nurses Act (ICAN Act) to permanently remove these barriers to ensure Medicare and Medicaid beneficiaries' access to high-quality services provided by APRNs. Importantly, the bill does not change the scope of practice for any provider and does not supersede state law.

Improve Perinatal Health Outcomes

The United States is facing a maternal health crisis, with one of the worst maternal morbidity and mortality rates among developed nations. Tragically, more than 80% of pregnancy-related deaths in the U.S. are preventable through early detection of maternal health complications and the timely provision of quality care. Further aggravating this challenge is the shortage of nursing professionals providing perinatal care—particularly RNs, NPs with education and certification in women's and maternal health, and CNMs—which impacts patient access to care. Now, we are seeing the closure of maternity units and maternal health care practices, especially in rural areas, which results in the expansion of maternal health deserts. ANA urges Congress to enact legislation to expand the perinatal nursing workforce to ensure that women and mothers have timely access to perinatal care.

The Black Maternal Health Omnibus Act ("Omnibus") is a portfolio of bills that would collectively address the maternal health crisis facing our nation. Bills included in this legislative package make critical investments in social determinants of health that impact maternal health outcomes, increase funding to improve maternal healthcare for veterans, support moms with maternal mental health conditions and substance use disorders, invest in digital tools to improve maternal health

outcomes in underserved rural and urban communities, among other things. Congress can turn the tide on our nation's unacceptable maternal mortality rate by enacting the Momnibus.

Retaining America's Nursing Workforce

Our nation's nursing workforce crisis stems from a variety of factors impacting the environments in which nurses work, such as workplace violence, mandatory overtime, inadequate staffing levels, and insufficient investment in the health and wellness of nurses. These factors often result in burnout among nurses. Unfortunately, this leads to a sharp uptick in nurses making the difficult decision to either change their workplace setting or leave the profession entirely, opting for early retirement or career change. This troubling trend only serves to exacerbate the workforce shortages and ultimately restricts patient access to needed, quality care. ANA encourages Congress to take meaningful action to address the underlying factors leading to burnout and the growing nursing workforce shortage.

Tackle Workplace Violence Against Nurses

One of the most troubling issues leading to nurse burnout is the increasing incidences of workplace violence. Seventy-five percent of the nearly 25,000 workplace assaults [reported](#) annually occurred in health care and social services settings. Workplace violence also costs the U.S. \$151 billion per year, with an average of \$250,000 per incident. These figures do not capture hidden costs of workplace violence-related incidents, such as their adverse impact on the mental health of health care practitioners and their patients.

ANA urges Congress to pass the Workplace Violence Prevention for Health Care and Social Service Workers Act, which requires OSHA to issue a standard requiring health care and social service employers to write and implement a workplace violence prevention plan to prevent and protect their employees from violent incidents. This legislation passed in the U.S. House of Representatives during the 117th and 116th Congresses with significant bipartisan support. Congress must act now to protect nurses and other health care workers from preventable and unacceptable instances of workplace violence by swiftly passing this bill.

Limit Mandatory Overtime for Nurses

The aviation, trucking, and marine industries have long been subject to limitations on work hours for their employees to ensure safety, performance, job satisfaction, and quality of life. Unfortunately, no such limitations exist for nurses who are often required to work beyond their scheduled shift and return to work without sufficient time to rest between shifts. Nurses, who are subjected to these unsafe working conditions, often experience sleep deprivation, fatigue, and impaired vigilance, which often result in medical errors and poor patient safety.

Congress must protect nurses and their patients through the enactment of the Nurse Overtime and Patient Safety Act. This bill would limit mandatory overtime for nurses and clarify when and how mandatory overtime should be utilized in rare circumstances. Notably, it will not limit the ability of nurses to work voluntary overtime. ANA urges Congress to pass this bill to ensure nurses are not put in positions where they feel they cannot safely deliver high-quality care to their patients.

Improve Nurse Staffing Levels for Patient Safety and Nurse Retention

Nurse staffing levels directly impact health outcomes, patient experience, and nurses' ability to carry out their responsibilities for patient care. This is why ANA is committed to working with policymakers and stakeholders to craft and advance promising policy initiatives to improve nurse staffing levels across care settings. Congress must make safe nurse staffing a priority issue for the health and wellbeing of nurses and the patients they serve.

ANA opposes and is disappointed in efforts to overturn the Centers for Medicare and Medicaid Services' (CMS) Long-Term Care Minimum Staffing Standards for Long-Term Care Facilities Final Rule (CMS-3442-F). One particularly important aspect of this regulation is the requirement that LTC facilities have an RN in a facility 24 hours a day, seven days a week. Requiring the presence of an RN in-person and onsite 24/7 is a common sense and vital approach for LTC facilities to ensure that patients have consistent access to skilled nursing care. Further, clinical expertise provided and led by RNs to address emergent medical situations is imperative to protecting and caring for seniors in LTC settings. ANA remains concerned that wholesale repeal of the LTC Final Rule would yield an unacceptable status quo in LTC facilities for both nurses and the patients they serve.

Manage Nurse Burnout Through Mental Health Services

A [2023 survey](#) by the American Nurses Foundation (ANF) found that 56% of nurses report feeling symptoms of burnout, with 64% of nurses indicating that they feel a great deal of stress because of their jobs. Despite high levels of burnout, about two-thirds of nurses surveyed were not receiving any type of mental health care support. To address this crisis, Congress enacted the Dr. Lorna Breen Health Care Provider Protection Act (H.R. 1667; [Public Law No: 117-105](#)) in 2022 to provide resources and train current and future health professionals on how to prevent suicide, burnout, and substance use disorders. To date, the law has provided \$100 million in mental health care funding for health care professionals across the country. However, this effort remains a work in progress, as authorization of this vital legislation expired at the end of last year. To ensure that our nurses and other health care professionals retain access to critical mental health services, Congress must pass the Dr. Lorna Breen Health Care Provider Protection Reauthorization Act.

Protecting Health Care and Public Health Priorities

As Congress looks to the future of health care and broader domestic and international policymaking, ANA encourages members of Congress to uphold and protect policies aimed at improving access to our health care system and delivering quality outcomes for their constituents—the American people.

Recent proposals and directives such as withdrawal from the World Health Organization (WHO) require Congressional oversight and direction to ensure that unintended consequences do not negatively impact public health and the capacity of our health care system. While reform and process improvements are reasonable goals for the WHO, ANA does not want to see the United States leave a leadership vacuum in protecting public health at home and globally. In many instances, the best and most cost-effective protection measures for American citizens is ensuring that outbreaks and epidemics are addressed early and stopped before directly impacting the American public. U.S. engagement in public health through the WHO is a critical access point for

ensuring early detection and mitigation of illness and disease, especially highly communicable diseases that do not respect national boundaries.

In other areas, such as federal funding for health care programs, research, and education, ANA encourages Congress to safeguard the continuity of appropriated funding and ensure critical programs funded by Congress continue, even while reforms are taking place. Nurses deserve to trust, in good faith, the promises made via important federal programs and federally supported initiatives, including the important work of the Centers for Disease Control and Prevention, the Federal Emergency Management Agency, and programs like Title VIII that are critical to ensuring the nursing workforce pipeline.

ANA is a Partner and Trusted Resource

ANA members work across care settings, as hospital administrators, in academia, as scientists, and as health care industry business leaders. As an essential workforce, nurses have vast and unique insights into our health care delivery system and clear lines of sight to ways to improve it. In addition to the priorities outlined in this letter, ANA remains engaged and focused on advancing the nursing perspective on other key issues—such as telehealth, reimbursement reform and payment parity for nurses, private and public payer provider networks, population and public health, Veterans' health care, care coordination and optimizing team-based care for patients with chronic conditions, and behavioral health and substance use disorders. We look forward to engaging with Congress as a partner and providing perspective through the trusted nursing lens as you craft policies touching upon these issues.

In closing, ANA believes that the solutions needed to improve our health care system require strong leadership, strategic action, and a commitment to partnership from policymakers and health care leaders. We are eager to partner with Congress to improve health care delivery for the American people. We look forward to opportunities to work together to better our health care delivery system.

Please contact Tim Nanof, ANA's Executive Vice President for Policy and Government Affairs, at Tim.Nanof@ana.org with any questions.

Sincerely,



Jennifer Mensik Kennedy, PhD, RN, NEA-BC, FAAN
President

cc: Senate Appropriations Committee LHHSED Subcommittee
House Appropriations Committee LHHSED Subcommittee
Senate Finance Committee
Senate HELP Committee
House Ways & Means Committee
House Energy & Commerce Committee
House Education & Workforce Committee
Angela Beddoe, ANA Chief Executive Officer

Enclosure #1:

Legislation in Letter Listed by Committee(s) of Jurisdiction

House Energy and Commerce Committee –

- Nurse Faculty Shortage Reduction Act (H.R. 7002; 118th) – Rep. Suzanne Bonamici (OR)
- FAAN Act (H.R. 7266; 118th) – Rep. Lauren Underwood (IL)
- ICAN Act (H.R. 2713; 118th) – Rep. David Joyce (OH)
- Workplace Violence Prevention for Health Care and Social Services Workers Act (H.R. 2663; 118th) – Rep. Joe Courtney (CT)
- Nurse Overtime and Patient Safety Act (H.R. 7546; 118th) – Rep. Doris Matsui (CA)
- Dr. Lorna Breen Health Care Provider Protection Reauthorization Act (H.R. 7153; 118th) – Rep. Susan Wild (PA; Retired); 119th - Rep. Debbie Dingell (MI)
- Black Maternal Health Omnibus Act (H.R. 3305; 118th) – Rep. Lauren Underwood (IL)

House Ways and Means Committee –

- PRECEPT Nurses Act (H.R. 392; 119th) – Rep. Jen Kiggans (VA)
- Nurse Corps Tax Parity Act (H.R. 5080; 118th) – Rep. Brian Fitzpatrick (PA)
- ICAN Act (H.R. 2713; 118th) – Rep. David Joyce (OH)
- Workplace Violence Prevention for Health Care and Social Services Workers Act (H.R. 2663; 118th) – Rep. Joe Courtney (CT)
- Nurse Overtime and Patient Safety Act (H.R. 7546; 118th) – Rep. Doris Matsui (CA)

House Education and Workforce Committee –

- Workplace Violence Prevention for Health Care and Social Services Workers Act (H.R. 2663; 118th) – Rep. Joe Courtney (CT)
- Black Maternal Health Omnibus Act (H.R. 3305; 118th) – Rep. Lauren Underwood (IL)

House Appropriations Committee –

- Title VIII Nursing Workforce Development Programs (FY 2025 & FY 2026)

Senate Health, Education, Labor & Pensions Committee –

- Nurse Faculty Shortage Reduction Act (S.2815; 118th) – Sen. Dick Durbin (IL)
- FAAN Act (S.3770; 118th) – Rep. Lauren Underwood (IL)
- Workplace Violence Prevention for Health Care and Social Services Workers Act (S.1176; 118th) – Sen. Tammy Baldwin (WI)
- Dr. Lorna Breen Health Care Provider Protection Reauthorization Act (S.3679; 118th) – Sen. Tim Kaine (VA)
- Black Maternal Health Omnibus Act (S.1606; 118th) – Sen. Cory Booker (NJ)

Senate Finance Committee –

- PRECEPT Nurses Act (S.131; 119th) – Sen. Mark Kelly (AZ)
- Nurse Corps Tax Parity Act (S.1446; 118th) – Sen. Jeff Merkley (OR)
- ICAN Act (S.2418; 118th) – Sen. Jeff Merkley (OR)
- Nurse Overtime and Patient Safety Act (S.3860; 118th) – Sen. Jeff Merkley (OR)

Senate Appropriations Committee –

- Title VIII Nursing Workforce Development Programs (FY 2025 & FY 2026)