Clipboard Health
Ohio Senate Health Committee
Proponent Testimony on Senate Bill 423
May 13, 2026

Good morning. My name is Matt Orlins. I am Senior Counsel for Legislation and Government Relations at Clipboard Health. Thank you, Senator Manchester, for introducing SB 423. Thank you, members of the Committee, for your time today in considering it.

First, a little bit about us. Clipboard Health is a technology company that operates an innovative online marketplace app that helps health care facilities and independent health care professionals connect with one another. The easy-to-use app allows facilities, mainly long-term care facilities, to post available shifts and health care professionals, mainly CNAs, LPNs, and RNs, to view and sign up for those shifts, as often or as little as they each want. Facilities can find extra help when they need it, and professionals can earn extra income in a way that fits their schedule and individual needs.

Like other states across the country, Ohio is facing pressing nursing workforce demands. In 2024, Ohio University found 9,000 unfilled RN positions across the state. Health care worker platforms like Clipboard Health are a small – but important – part of the solution to the significant staffing crisis at nursing homes and other long-term care facilities.

I am here to express our strong support for SB 423, which offers clarity and consistency on the status of health care professionals when they book shifts on health care worker platforms meeting established conditions. Those conditions help to ensure that health care professionals using the platforms retain their professional independence and flexibility.

Health care worker platforms, like those contemplated by SB 423, are distinct from traditional staffing agencies. To meet the conditions set forth by the bill, platforms cannot: set any minimum number of shifts that a professional must book, require that a professional be available during any hours or days, assess any fee if a facility and professional who meet through a platform enter into an employment or contracting relationship after the shift, prescribe the tools that are to be used during a shift, or restrict professionals from booking shifts through competitors or pursuing any other business opportunity. In short, the only way

to satisfy the bill's conditions is to ensure that health care professionals using the platforms retain the independence that an independent contractor rightfully expects to enjoy.

Facilities benefit from this model because they can fill shifts efficiently and flexibly. They can post the shift and immediately have it available for booking by qualified professionals. If they find a nursing professional that they'd like to hire full or part time, they are free to do that without paying any kind of direct hire fee. Moreover, in the case of many platforms, including Clipboard Health, facilities will know that pricing is transparent and predictable. The same base charge rates apply whether it's a slow month or a very busy one. The rate increases only when the facility decides to increase it to make a shift more appealing.

Health care professionals benefit from this model because they can choose when, where, how often, and for how much they'd like to work. They book only the shifts they want and have zero obligation to book or even view those that they don't.

SB 423 also requires that platforms maintain occupational accident insurance coverage or verify that the nursing professionals using the platform do. Additionally, platforms must maintain general and professional liability coverage applying to shifts. Those provisions add further layers of protection for professionals, facilities, and patients in the event of an accident during a shift.

In our experience, health care professionals use Clipboard and other similar platforms because they want to earn supplemental income while getting more education, taking care of their family, or simply helping to make ends meet. Our data suggest that most professionals have jobs or other sources of income outside of using the platform. During 2025 in Ohio, 87% of professionals booked 52 shifts or fewer across all of 2025. The average professional booked between 23-24 of them.

Worker classification tests should ensure that individuals performing work as employees are afforded all relevant protections while simultaneously allowing independent contractors to maintain autonomous and flexible relationships with their customers. We believe that SB 423 achieves that for health care professionals booking shifts through health care worker platforms. We strongly support it.