



BOD Resolution: Workplace Health, Safety and Emergency Preparedness

Whereas, the COVID pandemic revealed the inadequacies and weaknesses of our hospital and public health infrastructure, including inadequate staffing, reliance by healthcare providers on “just in time” business practices, lack of emergency medical supply and PPE stockpiles, reliance on off-shore and out-of-state supply chains subject to disruption, and a lack of inherent surge capacity;

Whereas, COVID revealed the need to improve the physical infrastructure of health care facilities to provide safe ventilation, physical barriers, negative pressure patient services areas, and other infection control measures in the design and operation of healthcare building plant;

Whereas, the trauma caused by working conditions during the pandemic increased the stress on nurses and other healthcare workers;

Whereas, chronic understaffing remains a major factor in causing poor working conditions in healthcare;

Whereas, workplace violence continues to be a prevalent problem due to a lack of staffing, insufficient security resources, lack of training on workplace violence prevention, and overcrowded units with long wait times and inadequate patient care;

Whereas, poor working conditions resulting from inadequate health and safety measures are a major contributing factor in nurse turnover and low recruitment and retention;

Whereas, the conditions of working through the pandemic with inadequate staffing and lack of PPE further worsened working conditions; and,

Whereas, preparing for future pandemics and healthcare emergencies will require more robust staffing and infrastructure to provide the foundation for effective surge capacity;

Therefore, be it Resolved:

1. NYSNA will make improved working conditions a major organizational priority in order to improve retention of nurses and other staff;
2. NYSNA will vigorously seek to increase staffing levels, improve infrastructure and physical plant, protect staff against workplace violence and the threat of violence, ensure that nurses and patients are protected against exposure to communicable disease and environmental hazards, and implement other measures and benefits to improve working conditions and build a robust workforce that is able to provide adequate surge capacity to address public health emergencies;
3. NYSNA will pursue these aims through collective bargaining, public awareness campaigns, and through government regulation.