



### **BOD Resolution: Safe Staffing**

Whereas, the State enacted a new hospital staffing law in 2021 that provides for the establishment of staffing committees and requires each hospital to adopt annual staffing plans;

Whereas, the staffing law requires hospitals to publicly post their staffing plans and requires hospitals to comply with their annual staffing plans;

Whereas, the staffing law further requires that staffing plans comply with all applicable staffing laws and regulations and provide staffing levels that are equal to or better than those provided for in any collective bargaining agreement;

Whereas, the staffing law requires the state Department of Health to introduce new staffing standards for intensive and critical care settings;

Whereas, the staffing law provides for ongoing review of adopted staffing plans and actual staffing levels and the convening of a commission to evaluate the effectiveness of the law and to make recommendations for further state regulations;

Whereas, the Delegates to the NYSNA Convention in 2021 overwhelmingly passed a resolution calling on NYSNA to actively recruit and train members to serve on staffing committees, to develop uniform staffing proposals in each committee, to recruit staffing captains to report on unit staffing, to continue to fight for staffing ratios in all of our contracts, to reach out to unorganized nurses to assist them in using the staffing committees and encouraging unionization, to push hospitals and nursing homes to comply with the new law and its reporting requirements, to demonstrate the effectiveness of staffing ratios to the public and to lawmakers, and to monitor and expand the applicability of ratios beyond OR and critical care settings; and,

Whereas, the staffing committee process and the public reporting of staffing plans and actual staffing levels will create the impetus and conditions for establishing uniform enforceable staffing levels in all patient care settings;

Therefore, be it Resolved:

1. NYSNA will fully utilize the new staffing law to ensure that all hospitals are staffed in a consistent and safe manner in accordance with adopted staffing plans that include minimum nurse-to-patient ratios;
2. NYSNA will continue to aggressively advocate for and negotiate minimum nurse-to-patient ratios in all patient care areas that will be included in each collective bargaining agreement;
3. NYSNA will vigorously pursue enforcement of adopted staffing plans in each hospital through the committee process and through the filing and prosecution of formal complaints with the Department of Health;
4. NYSNA will pursue legislation to improve the effectiveness of the new staffing law and increase the enforceability of the law through legislation and state regulations;
5. NYSNA will seek legislation to include more units and types of nursing services in state mandated minimum staffing regulations;
6. NYSNA will continue to make minimum nurse-to-patient staffing ratios and minimum standards a top collective bargaining priority;
7. NYSNA's ultimate goal is to utilize the new staffing law and collective bargaining as a means to establishing minimum enforceable nurse-to-patient ratios in all patient care settings as a matter of state law and regulation.