



RNs DEFENDING NEW YORK'S HEALTH, Demanding Preparedness from Hospitals

To ensure the safety and health of staff, patients, and the New York community, every healthcare facility in New York must take the following safety measures to prepare for COVID Resurgence. These detailed Listen to the Nurses demands are a part of the broader **NYSNA COVID Resurgence Plan**, available online at nysna.org/resurgence



Listen to the Nurses This Time- Don't Burn Them Out

- 1. Staffing Ratios and Levels must be restored now.** The best way to prepare for the resurgence is to make sure all facilities have enough nurses to fight COVID. Ratios and staffing levels are hard-fought contractual rights, and nurses will continue to fight to enforce them.
- 2. Nurses will be immediately taken off the schedule if they are confirmed COVID-positive or displaying symptoms.** Nurses will be provided the full time of statutory NYS COVID sick leave, without pressure to return to work unless they are medically cleared by their doctor. Many nurses got sick during the Spring and need guaranteed time off if they again get sick.
- 3. Safe Floating with clear contractual rules must be implemented.** Too many nurses were unsafely floated to units without any clinical experience in that area. The facilities need to train and orient nurses to a level where they can independently function and take on a standard assignment in that floated unit. Facilities need to work with nurses on how maximize their incredible skills and talent, not haphazardly float.
- 4. All nurses need time off, even if their vacation is canceled.** All canceled holidays and vacations need to be rescheduled and honored, even if the nurse is reaching an annual accrual limit. No nurse should lose time because they helped save NY again during the resurgence.