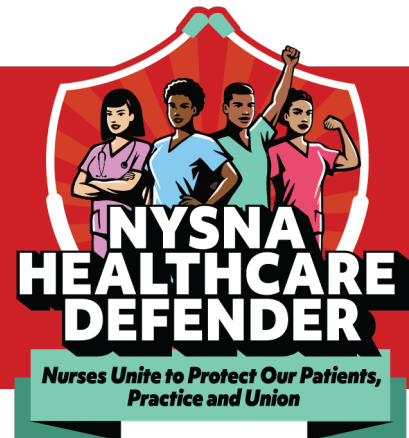


NYSNA CONVENTION 2026

OCTOBER 26 - 27

New York Hilton, Midtown, NYC



Report on NYSNA 2025 Convention Approved Resolutions

This report enumerates the different resolutions passed at Convention in 2025 and discusses the steps that NYSNA has taken as an organization to implement the decisions of the Delegate Convention since the last Convention.

The resolutions themselves are not reproduced in full below, but are available online at: https://cf-simple-s3-origin-cloudfrontfors3-146697677730.s3.us-east-1.amazonaws.com/convention/2025_Convention/2025ApprovedConventionResolutions.pdf

2025 Approved Resolutions

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1. Addressing the Impact of Federal Immigration Policy on the Health and Safety of New Yorkers

This resolution reaffirms NYSNA's commitment to universal access to high quality, care for all patients, regardless of immigration status, and establishes pro-immigrant advocacy as a priority for the union, as it relates to the healthcare system and public health.

- Throughout the year, nurses continually affirmed our commitment to care for all patients, regardless of immigration status. NYSNA incorporated protections for immigrant workers and patients as a priority demand in our New York City private-sector contract campaign, involving 20,000 nurses at 12 hospitals. We won new protections for immigrant patients, including clear guidelines for protecting patient care and patient privacy and limiting nurse interactions with immigration authorities. We also won detailed policies from employers on how to handle the presence of ICE in facilities.
- In late January, NYSNA nurses participated in several actions to keep ICE out of hospitals and to protect and care for our immigrant communities. On Jan. 27, nurses held a day of action at Mount Sinai in protest of ICE in solidarity with our immigrant communities. On Jan. 29, NYSNA nurses, Congress Members, and labor and community allies, including Adriano Espaillat, Jerry Nadler, Grace Meng, Nydia Velazquez, Community Voices Heard, Make The Road and the New York Immigration Coalition once again spoke out at Mount Sinai. Later that evening, nurses joined labor allies for a vigil in honor of Alex Pretti, RN, the Veterans' Affairs (VA) ICU nurse and member of the American Federation of Government Employees who was brutally murdered by ICE during a protest in support of immigrants in Minnesota. NYSNA President Nancy Hagans, RN, BSN, CCRN, spoke at the vigil, which was held outside of the Manhattan VA hospital and drew thousands of supporters, including nearly 100 striking New York City nurses to call for ICE out of our hospitals and communities.
- On April 10, NYSNA Board Member Sonia Lawrence, BSN, RN, spoke at NYC Health+Hospitals/Lincoln alongside labor and elected allies — including the Committee of Interns and Residents/Service Employees International Union (SEIU), Doctors Council/SEIU, Professional Staff Congress-CUNY, Democratic Socialists of America, Make the Road New York and others — to demand that Albany use funding to fill in federal funding gaps in the Essential Plan. If the state doesn't do more to protect our communities, nearly half a million New Yorkers on the Essential Plan could lose coverage this summer. Lawrence and others spoke about how vital it is for the state to use its own funds to continue the Essential Plan. We called on New York to use existing revenues and resources to step in where our federal government has tragically abandoned us and tax the rich to pay for the services that keep New Yorkers healthy.
- On Monday, April 20, union healthcare workers from NYSNA, 1199SEIU, Committee of Interns and Residents/SEIU, Doctors Council/SEIU, and Communications Workers of America joined over Zoom to talk about how we can prepare and advocate for our immigrant communities.

Lawyers and union leaders explained our rights and our patients' rights and how to navigate challenging situations. Healthcare workers then went through several potential scenarios and discussed best practices. NYSNA and our partners distributed a list of [legal resources related to immigration](#).

- On Tuesday, Apr. 21, NYSNA nurses stood in Albany to support the New York for All Act with the New York Immigration Coalition, New York American Civil Liberties Union and other allies. The New York for All Act will preserve state and local resources for our communities and ensure that our administration cannot divert New York dollars to carry out a cruel, politicized immigration agenda. Passing this legislation would prohibit New York's state and local government agencies, including police and sheriffs, from colluding with U.S. Immigration and Customs Enforcement (ICE), disclosing sensitive information, and diverting personnel or other resources to further federal immigration enforcement. NYSNA nurses spoke out in Albany and also circulated a petition urging Governor Kathy Hochul and the New York State Legislature to pass the New York for All Act.
- On April 13, NYSNA members traveled to Washington, D.C. for the National Nurses United federal lobby day. We joined NNU nurses around the country to advocate for safe staffing, healthcare for all, taxing the wealthy and more. We marched with hundreds to abolish U.S. Immigration and Customs Enforcement (ICE).
- During the state budget and legislative season, NYSNA also produced materials educating our members, legislators and patients about the negative impact of the federal healthcare cuts, including on immigrant New Yorkers. We advocated for additional funding of New York's Essential Plan to lessen the impact on immigrant patients, particularly when lawful immigrants lose Medicaid eligibility on Oct. 1.
- When the Trump Administration stripped Haitians living and working in the United State of their legal temporary protected status (TPS), NYSNA responded quickly to raise awareness of the dire consequences this change will have on our healthcare workforce, patients, communities and economy, as well as the health, safety and very lives of Haitians targeted for deportation back to an unsafe country. NYSNA President Nancy Hagans, RN, BSN, CCRN, a Haitian American immigrant, became a leading voice for advocating for the administration to reverse course and restore TPS status for Haitians.
 - On June 25, NYSNA [released a public statement](#) condemning the Supreme Court's decision to allow the Department of Homeland Security's discriminatory targeting of Haitian refugees to stand.
 - On June 29, President Hagans stood alongside New York's elected officials including Senator Chuck Schumer to advocate for justice for Haitian immigrants and for the U.S. Senate to pass S4814, a bill to designate Haiti for Temporary Protected Status (TPS) after the Trump administration stripped its status.

- On July 10, President Hagans joined elected officials, labor allies and community groups for a press conference in Brooklyn's Little Haiti in support of Haitian Temporary Protected Status (TPS) holders. At the rally, Hagans said, "Alongside the elected officials, labor, community and other allies gathered here today, I am in solidarity with Haitian TPS holders and all our immigrant communities. NYSNA nurses care for all our patients, regardless of immigration status, and I am proud to reaffirm our commitment to not only care for them but to advocate for immigrants to receive the dignity, respect and justice all residents of this country deserve."
- On July 24, NYSNA President Nancy Hagans, BSN, RN, CCRN joined faith leaders, labor organizations, community advocates, and elected officials in Cambria Heights, Queens, to demand Congress restore Temporary Protected Status (TPS) for Haitian immigrants.
- On July 26, NYSNA nurses traveled to the Delaney Hall Detention facility in New Jersey and rallied with unions, community members and families who have been separated by ICE. We called attention to the terrible conditions inside the facility and showed solidarity with those inside to say that immigration detention is a public health crisis!
- On Aug.4, we joined CUNY Citizenship Now! for a webinar on resources for TPS holders. All TPS holders impacted by the recent Supreme Court decision were invited to attend, and the presentation was offered in both English and Haitian Creole.
- On Wednesday, Aug. 5, NYSNA nurses held a candlelight vigil at Maimonides Medical Center to protest the healthcare shortages after the Trump administration terminated Haiti's Temporary Protected Status (TPS). Frontline nurses recognized the critical role that Haitian TPS holders — as nurses, medical assistants, techs, environmental workers and more — play in holding up our healthcare system. New York Attorney General Leticia James; New York State Assembly Member Rodneyse Bichotte Hermelyn; New York City Public Advocate Jumaane Williams; New York City Council Members Mercedes Narcisse, Shahana Hanif, Farah N. Louis and Alexa Aviles; and Brooklyn Borough President Antonio Reynoso joined the vigil in solidarity with Haitian TPS holders. [ABC 7](#), [BK Reader](#), the [Brooklyn Paper](#), [Crain's](#), [PIX11](#), [Spectrum NY1](#) and [1010 WINS](#) covered the vigil.
- President Hagans appeared on CNN on Saturday, Aug. 8, to advocate for Haitian temporary protected status (TPS) holders. The termination of Haitian's TPS has impacted more than 50,000 Haitian healthcare workers, and some have been terminated or put on leave from their jobs in hospitals, nursing homes and home care. Already, healthcare facilities in and around New York are reporting understaffing, and the decision has had a chilling effect on immigrant communities across the country. Hagans continued NYSNA members' advocacy over the weekend, demanding that our government redesignate Haiti for TPS to alleviate the crisis. [Watch the full clip here.](#)

- On Aug. 16, NYSNA President Nancy Hagans, BSN, RN, CCRN, penned an opinion editorial in the New York Daily News about the disruption healthcare workers and patients are seeing in and around New York City. [Read the op-ed in full.](#)
- On Sept. 24, NYSNA partnered with the national Healthcare Needs All of Us coalition for a day of action to support and protect immigrants working in healthcare. Approximately one in six healthcare workers are immigrants and one in three nurses in New York state are immigrants. NYSNA President Nancy Hagans, RN, BSN, CCRN, spoke alongside labor leaders and elected officials on the steps of City Hall. Then, nurses and healthcare workers from NYSNA, 1199SEIU, CIR/SEIU and DC 37 AFSCME rallied outside Maimonides Medical Center, Interfaith Medical Center, Mount Sinai Hospital, New York City Health+Hospitals/Bellevue and Kings County hospitals to fight back against federal immigration policies that harm our communities' health.
- Since January 2025, when the Trump Administration allowed ICE to enter hospitals and sensitive locations, NYSNA has included information in NYSNA Executive Director Pat Kane, RN,'s weekly member email about nurses' rights to advocate for patients when encountering ICE. Starting in July 2026, we began including information to help our members with immigration issues, including concerns about Deferred Action for Childhood Arrivals, Temporary Protected Status, residency for members and their household, or Visa and work authorization issues. NYSNA worked with lawyers and hospital personnel to advocate for individuals navigating a broken immigration system that has increased delays and hurdles in processing immigration paperwork, putting our members' jobs and U.S. residency at risk. For more immigration resources, visit the [New York Immigration Coalition's website.](#)

2. Addressing the Ongoing Crisis in Black Maternal Health Outcomes

This resolution called on NYSNA to continue to advocate for measures to address racial and class disparities in the availability and quality of patient care, especially as it pertains to maternal healthcare and access to care.

- In the spring, NYSNA members traveled to Albany twice to lobby for a state budget and legislation that supports expanding access to care for all New Yorkers. During lobby visits, members stressed the importance of improving maternal health outcomes through advocacy for compassionate, culturally competent care and the funding necessary to provide that care. Members also encouraged legislators to improve maternal health outcomes by prioritizing solutions that impact communities impacted by systemic underinvestment from the state, including black, brown, low-income, and underinsured communities. Maternal mortality rates vary across the state, with server disparities along racial and economic lines including preventable deaths.
- In addition to nurses' work advocating for the reproductive rights of New Yorkers, NYSNA members also advocated for increased safety net funding in the New York state budget.

Safety-net hospitals serve a disproportionate number of uninsured, underinsured, and Black patients, and increasing funding for these hospitals, including their maternal health units, will increase access to care for birthing people impacted by systemic and historic underfunding.

- NYSNA members advocated and submitted a [Memorandum of Support](#) for the Maternal Health, Dignity and Consent Act (S845/A860A), which would limit drug, cannabis, and alcohol testing on pregnant and postpartum individuals.
- Throughout the year, nurses also participated in events bringing awareness to the Black maternal mortality crisis, including Black Maternal Health Week in New York City. Nurses from New York City Health + Hospitals (NYC H+H) conducted specialized maternal health trainings during the week, focusing on high-risk obstetrics, postpartum hemorrhage, and neonatal resuscitation. Nurses also spoke about improving patient safety at Black Maternal Health Week events, with a special emphasis on reducing disparities for women of color.

3. Defending Science-Based Healthcare and Research

NYSNA will work with labor and other allies to oppose the federal government's attacks on scientific research and evidence-based solutions in healthcare and to ensure that the public health and health and safety concerns of nurses, workers, patients and the general public are recognized and addressed.

- NYSNA continued to oppose federal funding cuts and informed our members about the negative impact that staffing cuts at public health and occupational health and safety agencies would have. We also educated member about how cuts to Medicaid, the Affordable Care Act and other healthcare funding that improves patients' access to care will harm public health.
- Last year, NYSNA protested the U.S. Department of Health and Human Services cuts to the World Trade Center Health program, a lifeline for first responders and others with September 11 Ground-Zero-related health issues. That funding was restored—something NYSNA celebrated and highlighted at the 25th anniversary commemorations of 9/11 this year. NYSNA members came together today to honor and remember the workers of 9/11 at St. Francis of Assisi Church in Manhattan. Nurses joined other labor union members for a banner procession followed by a special Labor Mass. We were proud to join in solidarity with our union siblings to commemorate Labor Day 2026 and the workers of 9/11 on the 25th anniversary. We highlighted the importance of continuing to care for our caregivers and first responders at these events and in the pages of [NY Nurse magazine](#).
- In the wake of misinformation, inconsistent guidance, and massive funding and staff cuts from federal public health authorities under U.S. Department of Health and Human Services Secretary Robert F. Kennedy, vaccination rates have declined and rates of measles and other infectious diseases have skyrocketed. NYSNA's health and safety team published new resources on the new [Bundibugyo Strain of Ebola](#), and well as [Hantavirus, Measles and Flu](#).

- NYSNA connected our members to an important public health and continuing education opportunity through the National Academy of Medicine, the American Public Health Association (APHA) and the Common Health Coalition. Our members were invited to participate in an online training about health professionals should communicate about measles and vaccination. The training covered the latest data; evidence-based communication approaches; and practical tools to help professionals navigate conversations about measles vaccination, respond to concerns and support informed decision-making. Participants could earn continuing education credit from APHA.
- Healthcare workers in correctional settings are contending with new on-the-job health risks from an old hazard: recreational drugs brought into facilities. New synthetic drugs are being developed more frequently and too quickly for testing protocols and technology to keep up. NYSNA members work in a range of correctional settings, including county jail departments, court houses, forensic units in hospitals and the New York City Corrections complex on Rikers Island. NYSNA's Occupational Health and Safety Team has created a [new fact sheet](#), which includes safety measures employers can take to protect healthcare workers.
- On April 22, NYSNA members joined the Long Island Federation of Labor and the New York Committee for Occupational Safety and Health (NYOSH) for a Zoom forum, "Health and Safety for Healthcare Workers." Healthcare workers face unique hazards and require specific workplace protections. In this forum, presenters from NYSNA — including NYSNA health and safety representatives Lisa Baum and David Pratt — and NYCOSH spoke about these hazards, collective bargaining wins for nurses, documenting unsafe conditions and protests of assignment for workers.
- NYSNA nurses' relentless advocacy led to several critical victories for nursing practice and evidence-based healthcare in the New York State budget. We prevented a dangerous proposal that would have left patients "Home All Alone." A chief priority for NYSNA nurses this budget season was keeping the dangerous Hospital at Home proposal out of New York state's final budget. Under Hospital at Home programs, acute care patients are monitored virtually in their homes instead of receiving in-person, around-the-clock expert nursing care in a hospital. NYSNA nurses traveled to Albany twice this spring — in addition to launching a statewide social media and advertising campaign and gathering thousands of petition signatures in opposition to the proposal — to warn legislators of the program's very real dangers. Thanks to our advocacy, elected officials ultimately listened to nurses' expert opinions and rejected the dangerous proposal.
- NYSNA also defeated several attacks on nursing practice standards in the state budget, including:
 - The proposal to allow "unlicensed medication aides" to administer medications in nursing homes.

- The proposal to allow “medical assistants” working in outpatient settings and physician offices to administer vaccinations to patients under physician supervision.
 - The proposal to extend paramedicine programs and allow emergency medical technicians to engage in nursing practice in nonemergency settings.
- In addition to removing these dangerous proposals from the final budget, nurses’ advocacy also led to an extension of the Nurse Practitioner Modernization Act for another four years, until 2030.

4. NYSNA Legislative and Policy Platform

This resolution outlined key initiatives and issues for our union to support politically.

1. Protecting Patients and Maintaining the Quality of Health Care in New York and Nationally
 - **Implementing the Staffing Law** -- NYSNA members filed dozens of New York State Department of Health (DOH) staffing complaints in every region of the state. Our strong complaints and advocacy for DOH investigations and enforcement yielded improved staffing at Catholic Health/St. Charles Hospital, Ellis Hospital and Peconic Bay Medical Center; investigations are ongoing at South Shore University Hospital and University of Vermont Health-Champlain Valley Physicians Hospital.
 - **Maintaining high standards** -- NYSNA nurses have won or settled approximately 50 staffing arbitrations since 2023, when we won stronger staffing enforcement language in our contracts. Collectively, we have won more than \$11.7 million in financial remedies for nurses who worked understaffed. In some cases, arbitrators ordered hospitals to hire and staff additional nurses, to add extra vacation time for nurses who worked understaffed, or to improve staffing grids or ratios.
 - **Protected nursing scope of practice in the 2026 budget and legislative session** – We stopped the dangerous Hospital at Home proposals, which would have endangered patients by taking them out of our hospitals and out the care of experienced, qualified, registered nurses. We also defeated proposals to allow unlicensed medication aides, medical assistants and EMTs to administer medications and engage in nursing practice in non-emergency settings (see more reporting under Resolution 5).
 - **Education and fightback against artificial intelligence (AI)** — NYSNA continued to fight back against the implementation of AI in our workplaces and the belief that AI can be just as efficient as human nurses. We won new safeguards against AI in contracts across New York state, and have led the charge against AI replacing human nurses, namely at the Montefiore Health System (see more reporting under Resolution 5).
 - **Increased funding for safety-net hospitals in the New York State budget** -- In the midst of extreme cuts to federal healthcare funding, and the preemptive service and staffing cuts across the state, NYSNA successfully advocated alongside labor and healthcare advocates for New York to invest in healthcare. In the FY 2026-2027 budget, we won more than \$2 billion in additional hospital funding to help fill the gaps in funding

due to the Trump administration's cuts. The budget increases Medicaid and safety net hospital funding and adds \$1.3 billion to a Safety Net Transformation Program that subsidizes new safety net hospital partnerships. NYSNA also helped to secure \$15 million in stabilization funds for North Star/Claxton-Hepburn and millions to protect the health and pension benefits of nurses at New York City safety net hospitals.

- Throughout the year, NYSNA took action to protect the health of New Yorkers and all Americans. During NYSNA and NNU lobby days, NYSNA members advocated for the New York Health Act and Medicare for all, both of which would establish universal, single-payer healthcare systems at the state and federal levels, respectively (see reporting under Resolution 7).
 - At this year's spring Lobby Day, NYSNA members successfully advocated to keep dangerous Hospital at Home proposals out of the New York state budget. Under these proposals, acute care patients would be virtually monitored in their homes, instead of receiving around-the-clock, expert care at a hospital (see reporting under Resolution 3). In addition to NYSNA members' victory over these proposals, NYSNA also defeated proposals to allow unlicensed medication aides, medical assistants, and EMTs to administer medications and engage in nursing practice in non-emergency settings.
2. Guaranteed High Quality Medical Care and Treatment is a Human Right - NYSNA Supports Universal Access to Health Care Regardless of Socio-Economic Standing or Ability to Pay
- This past year, NYSNA continued to advocate for a universal, single-payer healthcare system at both the state and federal levels. At both of our spring lobby days, the New York Health Act was a priority, and members spoke about the critical need for a universal healthcare system, especially as New York begins to see the impact of the cuts to healthcare funding included in the One Big Beautiful Bill Act (OBBA).
 - In addition to our work at the state level, members of the NYSNA Board of Directors traveled to Washington, DC., this year to participate in NNU's Medicare for All lobby day.
 - NYSNA has also continued to fight back against hospital and service closures that threaten the health or wellbeing of our patients. Nurses have pushed back on the potential closures of North Star Health Alliance/Carthage Area Hospital, North Star Health Alliance/Claxton-Hepburn Medical Campus, the Brooklyn Hospital Center, and the Adirondack Blood Donor Center at University of Vermont Health/Champlain Valley Physicians Hospital.
3. Protect the Rights, Working Conditions and Economic Security of Nurses, Health Care Providers and all Working People
- NYSNA provided trainings on health and safety advocacy, including three trainings on workplace violence prevention and response, one training on the basics of ventilation systems in healthcare, and one training on the intersection of health and safety and bargaining campaigns. In addition to health and safety trainings, NYSNA also co-hosted town halls on workers' compensation.

- NYSNA members won contracts at 37 facilities.
 - NYSNA continues to fight to enforce our members' collective bargaining agreements. There are more than 1,700 active and open grievances, unionwide, with 933 of those grievances filed in 2025. We strongly enforce our contracts.
 - NYSNA nurses have won or settled approximately 50 staffing arbitrations since 2023, when we won stronger staffing enforcement language in our contracts. Collectively, we have won more than \$11.7 million in financial remedies for nurses who worked understaffed. In some cases, arbitrators ordered hospitals to hire and staff additional nurses, to add extra vacation time for nurses who worked understaffed, or to improve staffing grids or ratios.
 - NYSNA has continued to use Protests of Assignments (POAs) to enforce safe staffing ratios. In 2026, NYSNA members filed 31,074 POAs, with 128,764 nurses on duty participating in signing POAs. Members also launched petition campaigns and sticker campaigns to enforce contracts.
 - NYSNA convened quarterly interregional meetings to build power and solidarity between nurses at different facilities in each region of the state. In New York City, nurses from private sector facilities came together in advance of our historic NYC nurses strike to strategize about bargaining, share ideas and show solidarity in our separate, but interconnected contract campaigns.
4. Ensuring Democratic Input and Control of the Allocation of Health Care Resources In Our Communities
- NYSNA successfully advocated for the stabilization funds necessary to keep two safety-net hospitals open this year: North Star/Claxton-Hepburn Medical Center in the North Country and the Brooklyn Hospital Center (see reporting under Resolution 7). At Claxton-Hepburn, NYSNA also mounted a campaign to prevent the closure of maternal health services (see reporting under Resolutions 6 and 7).
 - NYSNA members also testified in support of two potential hospital mergers, between NYC Health+Hospitals and Maimonides Medical Center, and the Montefiore Health System and St. John's Riverside Hospital. Both mergers would provide financial stability for the hospitals and ensure continuity of care for the vulnerable New Yorkers that rely on them for access to essential healthcare services. In September 2026, New York state approved the NYC H+H and Mamonides merger.
 - NYSNA also continued educating members and responding to federal attacks on healthcare and social service funding, as well as our vulnerable communities and patients. NYSNA continued to issue weekly guidance to members on encountering ICE in hospitals and provided resources on nurses' and immigrant New Yorkers' rights, and once again worked alongside our union allies on statements against ICE targeting immigrant New Yorkers and [in support of immigrant healthcare workers](#). We also worked with rank and file members to document their concerns and push back on federal policy changes related to reproductive healthcare and protections for our

transgender and gender nonconforming members and patients.

5. Actively Address Social Determinants of Health and their Impact on Health Outcomes of Patients and Communities

○ Climate Justice

- In September, NYSNA members, including Director at Large Flandersia Jones, DrPH, RN, participated in several events as part of New York City's Climate Week, including the kick-off event featuring former Vice President Al Gore and a City Council Climate Week Reception with Council Member Sandy Nurse. Jones spoke on the "Frontline Defenders: Health, Worker Rights, and Care in a Changing Climate" panel discussion that the AFL-CIO Solidarity Center hosted, which was about the connection between worker justice and climate justice.
- In May, NYSNA nurses stood alongside New York City Mayor Zohran Mamdani as he announced plans for a municipal grocery store in the Bronx. Every day, nurses see the devastating impacts of chronic disease and health inequities, including lack of access to healthy, affordable food. Nearly 20% of Bronx families are food insecure. City-owned grocery stores will help provide our communities with access to the healthy foods we need.
- NYSNA launched an Emergency and Disaster Preparedness Committee earlier this year. This initial idea came from a Convention resolution that did not pass, but was written in recognition of needing to be prepared for more inclement weather related to climate change. NYSNA Health and Safety leads the committee, with the goal of encouraging collaboration and information sharing between NYSNA facilities. The Health and Safety team also released new resources on emergency preparedness, available on the new [Emergency Preparedness section of the NYSNA website](#).

○ NYSNA's Committee for Social Justice and Civil Rights

- In 2026, the Committee for Social Justice and Civil Rights worked alongside community advocates and organizations, and allied legislative coalitions, to address the ongoing issues of gun violence, immigrants' rights, and democracy and voter protections in our communities.
- As the Trump administration continues to target immigrants, including TPS holders, across the country, NYSNA has continued to be in solidarity against attacks on immigrant communities and enforcement actions in sensitive locations, like our healthcare facilities. Alongside elected officials, community and labor allies, NYSNA has spoken out in the campaigns to get ICE out of NYC and our hospitals, and to support immigrant healthcare workers (see reporting under Resolution 1).
- NYSNA has also continued to support our allies in the fight to protect LGBTQ+ rights and advocated for fair access to culturally competent care for all communities, including gender-affirming care for trans New Yorkers. NYSNA nurses have taken to the streets in protest as our employers have given into the Trump administration's demands to stop providing gender affirming care and share sensitive patient information with the federal government.

6. Protect our Democracy

- In November 2025, Team NYSNA showed up strong to turn out the vote and help elect labor and healthcare champions. NYSNA-endorsed candidates won big in the General Election, up and down the ballot and across our state. In total, Team NYSNA knocked on 20,000 doors and made 50,000 live calls to elect leaders that will fight for our patients and our practice, and support us in the fight for fair contracts.
- In February, NYSNA nurses kicked off the legislative session by joining elected officials, and labor and community allies for an Albany takeover to demand New York State tax the rich! After a rally at the Armory, attendees marched down Washington Avenue to our state capitol, where we continued to rally and demand state investment in public goods that benefit working families, including universal childcare, permanently affordable housing, and fast and free buses. NYSNA nurses are proud to have joined in the action and spent the day fostering new connections with advocates from across the state.
- NYSNA leaders attended the Coalition of Black Trade Unionist Convention in Atlanta in May. They met pioneers in the civil rights and labor movements and came away with more knowledge about the attacks on voting rights that are underway and brought that information to their LBUs. NYSNA executive director Pat Kane, RN, also dedicated her column in the Spring edition of New York Nurse to the topic.
- NYSNA put forward another strong showing in the 2026 Democratic Primaries, with over 40,000 phone calls made and 5,000 doors knocked. Once again, our work helped labor and healthcare champions win key victories across the state; NYSNA-endorsed candidates with contested primaries had an 81 percent win rate.
- NYSNA joined a large and growing election protection coalition of unions called “Our Voice, Our Vote, Our Democracy.” Ahead of the midterm elections, and in the face of the Trump administration’s attacks on democracy, labor unions are taking proactive measures to protect the right to vote, encourage participation in elections, and ensure that every ballot is counted. NYSNA Executive Director Pat Kane, RN, spoke alongside other union principals on Oct. 15 and committed to take proactive measures to protect free and fair elections against interference from the federal government alongside our labor allies.

6. Preparing for and Responding to COVID and other Pandemics and Public Health Crises

- In our contract campaigns this year, NYSNA members won improvements to health and safety provisions, including the creation of new health and safety committees at hospitals that did not yet have them.
- NYSNA's Occupational Health and Safety Team monitored and created member education materials around emergency preparedness, protecting correctional staff from hazardous exposure, Bundibugyo Strain Ebola, hantavirus, COVID, flu, RSV, the measles and more. They created a new fact sheet and check list on [making sure your facility is prepared for respiratory virus season](#).

- NYSNA hosted two Workers' Compensation Webinars in August. Nurses experience extremely high work-related injury and illness rates. The workers' compensation system is designed to cover any medical costs related to these injuries and illnesses as well as cover missed paychecks. But it's a complicated system that often leaves injured workers confused and frustrated. NYSNA's Occupational Health and Safety Representatives organized a one-hour webinar on how workers' compensation works, how to access benefits and how to avoid common pitfalls.

5. Protecting Patients, Workers and Nursing Practice: Regulate the Use of AI, Remote Healthcare and Hospital-At-Home Technologies

This resolution called on NYSNA to support the principles embodied in the "Nurses and Patients' Bill of Rights in response to widespread efforts to introduce artificial intelligence (AI) tools in healthcare settings, and to push back on the adoption of dangerous remote healthcare and hospital-at-home programs and technologies.

- In an effort to protect our patients and our practice, NYSNA organized a lobby day in May to lobby against the dangerous Hospital-at-Home proposals in the New York State budget. We also submitted a Memorandum of Opposition, outlining the reasons we believe these proposals posed a threat to nursing practice and safe, quality patient care. Our members recorded videos explaining why Hospital-at-Home would leave patients all alone, and NYSNA launched a community petition and integrated advertising campaign targeting Albany lawmakers, urging them to defeat the proposals. Our advocacy was successful, and these proposals were successfully kept out of the FY 2026-2027 New York State budget.
- Our successful advocacy also extended beyond hospital-at-home, and we were able to remove a number of dangerous proposals from the final budget, including:
 - The proposal to allow "unlicensed medication aides" to administer medications in nursing homes.
 - The proposal to allow "medical assistants" working in out-patient settings and physician offices to administer vaccinations to patients under physician supervision.
 - The proposal to extend paramedicine programs and allow EMTs to engage in nursing practice in non-emergency settings.
- Nurses' advocacy also led to an extension of the Nurse Practitioner Modernization Act for another four years and legislation to tighten the oversight and regulation of temporary staffing agencies.
- NYSNA nurses advocated against AI at the state and federal levels. During our Albany Lobby Day, NYSNA included materials that highlighted the need for strong guardrails against AI in healthcare. As part of NNU's delegation during the federal lobby day, NYSNA nurses also called attention to the threat to jobs and patient privacy that AI poses, especially when companies like Palantir are increasingly involved in hospital operations.
- Nurses have also been advocating against the use or rollout of untested AI in our facilities. Over the summer, Montefiore announced a plan to layoff utilization management nurses and

replace them with untested AI-powered software. Nurses immediately began to organize against this decision, holding a townhall where nurses, advocates, and elected leaders pushed back against the decision. Despite this, Montefiore moved forward with the plan, laying off nurses and adopting the AI-driven software. Nurses continue to organize around this issue, both to secure new positions for the impacted nurses and to stop the use of this software, which may lead to patients being denied life-saving care. Our efforts to highlight and stop the dangerous rollout of AI in hospitals earned us local and national press attention, including in [Gothamist](#), [Bronx Times](#), and [The Guardian](#). Our member Marilyn Shuler's opinion editorial in the [Bronx Times](#) highlighted the ongoing plight of utilization management nurses and the longer-term implications of AI in healthcare.

- This year, NYSNA also launched a new online hub for resources and information related to the intersection of nursing and technology.

6. Protecting the Reproductive Rights of New Yorkers

NYSNA will work with allies to defeat the federal government's ongoing attacks on the reproductive right of New Yorkers, oppose closures and reductions of available reproductive health services, and restore funding for reproductive health services to ensure universal access for all.

- In the spring, NYSNA members traveled to Albany twice to lobby for a state budget and legislation that supports expanding access to care for all New Yorkers. During lobby visits, members stressed the importance of improving maternal health outcomes through advocacy for compassionate, culturally competent care and the funding necessary to provide that care. Members also encouraged legislators to improve maternal health outcomes by prioritizing solutions that impact communities impacted by systemic underinvestment from the state, including black, brown, low-income, and underinsured communities. Maternal mortality rates vary across the state, with server disparities along racial and economic lines including preventable deaths.
- In addition to nurses' work advocating for the reproductive rights of New Yorkers, NYSNA members also advocated for increased safety net funding in the New York state budget. Safety-net hospitals serve a disproportionate number of uninsured, underinsured, and Black patients, and increasing funding for these hospitals, including their maternal health units, will increase access to care for birthing people impacted by systemic and historic underfunding.
- NYSNA members advocated and submitted a Memorandum of Support for the Maternal Health, Dignity and Consent Act (S845/A860A), which would limit drug, cannabis, and alcohol testing on pregnant and postpartum individuals.
- In early 2026, NYSNA released "Protecting Rural Patients and Communities: Access to Care and Hospital Consolidation in the North Country," a report that sounds the alarm on the crisis of care in New York's rural North Country. The report details how decades of systemic disinvestment, hospital consolidation, service reductions and bed closures have eroded access to care in the region. It looks closely at maternal and child health service closures and found that between 2013 and 2024, North County hospitals reduced maternal health beds by 13% – three hospitals reduced beds and four completely closed maternity units. This increases the

emotional and financial burden on families, since hospitals in the region are so far apart. Pregnant patients now travel farther to give birth – increasing the strain on hospitals that haven’t expanded maternity capacity or are outside the region. Nearly half of pediatric hospital beds have been lost-by far the largest reduction in capacity in the state. Over half of children under age 18 live more than an hour away from a hospital with inpatient pediatric beds. It also explains the disastrous impact that federal funding cuts will have on hospitals, patients and healthcare workers if hospitals and the state do not take steps to protect care. Given how vital hospitals are to the region’s health and economy, this report makes a case for how New York can protect hospitals and patients from these cuts as well as increase transparency during the closure process and provide sufficient financial incentives for hospitals to fully staff and operate services that would otherwise be at risk of closure.

- On Wednesday, July 29, NYSNA nurses from across the North Country held a speak-out to save maternal health services at North Star/Claxton-Hepburn Medical Campus. NYSNA members from Claxton-Hepburn, North Star/Carthage Area Hospital, Samaritan Medical Center and Canton-Potsdam Hospital gathered to speak out about the devastating impact the proposed closure would have on their communities and patients across the North Country. North Star Health Alliance, the healthcare system that operates Claxton-Hepburn, announced a plan to close maternal health services at the facility. The proposed closure would shutter one of the few birthing centers in St. Lawrence County and came despite North Star receiving millions in emergency stabilization funds from the New York State Department of Health. After the speak-out, nurses attended North Star’s public hearing on the closure, where they spoke again about the impact on patients and the dangers of closing the only birthing center between Potsdam and Watertown. Nurses from area hospitals also spoke out to raise concerns about their hospitals’ capacity to absorb more maternity patients. North County nurses were a consistent voice to advocate to save maternal health services, speaking out in the media and launching a community petition that got hundreds of signatures within day—a testament to the community need and support for continued maternal health services. This fall, nurses have been waiting for an update from the Department of Health, which needs to approve the closure.

7. Reverse the Cuts: Preserving Vital Healthcare Services at the State and Federal Level

NYSNA will work with allies to oppose additional federal budget cuts for vital healthcare services and programs and advocate for local, state, and federal governments to tax the ultra-wealthy in order to reverse the damage done by federal funding cuts and expand access to essential services.

- Last year, NYSNA launched new materials that detailed the impact the federal healthcare cuts from the so-called “One Big Beautiful Bill” would have. At the NYSNA Convention 2025, NYSNA organized a panel discussion with a policy expert from the Fiscal Policy Institute and a community leader from Community Voices Heard to further educate our members about the impact federal cuts would have on our patients’ access to healthcare, insurance coverage and affordability, and hospital funding. We continued educating our members and the public throughout the year about the negative impact of the drastic federal healthcare cuts.

- On Feb. 25, NYSNA joined thousands of community and labor activists for an “Albany Takeover” march, rally and lobby day to tax the rich for a city we can afford. We rallied alongside elected officials, including Assembly Member Phara Souffrant Forrest and Council Member Chi Ossé, to demand that New York State step up and ask millionaires and billionaires to pay their fair share so New York can prioritize the needs of working families!
- On March 10, NYSNA members from across New York traveled to Albany for our annual budget lobby day. Members made sure that our elected officials heard nurses’ and healthcare workers’ voices and demands with a rally for safe, quality patient care in the morning and an afternoon of meetings with our state legislators. NYSNA members demanded that New York: Ensure that all New Yorkers have high-quality healthcare and pass the New York Health Act; raise revenues to fund healthcare; improve safe staffing levels and enforcement of our state’s staffing laws; protect nursing practice standards and patient safety; and Fix Tier 6.
- NYSNA nurses were in Albany for the New York Health Act Lobby Day on March 17, joining labor, community and healthcare allies to demand healthcare for all New Yorkers. After seeing how hospital executives put profits over patient care, nurses are continuing to fight for a universal, single-payer system that protects patients and caregivers alike. The next day, over 40 nurses convened at NYSNA’s Single Payer Committee. Nurses discussed their conversations with legislators at the recent NYSNA Lobby Day and the NY Health Act Lobby Day and heard updates from Melanie D’Arrigo from the Campaign for NY Health, who stressed how important nurse’s voices are in advocating for universal, single-payer healthcare for all New Yorkers. NYSNA Western Regional Board Director, John Batson, RN from Erie County Medical Center, accepted the nomination to be the new Chair of the committee. The committee work on ways to educate NYSNA members and others on the importance of passing the NY Health Act and holds regular meetings throughout the year.
- On March 28, NYSNA nurses joined thousands of New Yorkers for a No Kings march in New York City, one of thousands of actions that took place across the country to protest federal attacks on our communities. Organizers say it was the largest day of protest in U.S. history. NYSNA nurses rose up to defend our communities from the recent federal attacks on healthcare, workers’ rights, immigrant rights, healthcare funding and access to care. President Hagans was one of the keynote speakers at a press conference kicking off the New York City march. Other key speakers included New York State Attorney General Letitia James, the New York Immigration Coalition, Padmie Lakshmi, Make the Road New York, NAACP New York State Conference, New York Civil Liberties Union, Working Families Party, Rev. Al Sharpton and the National Action Network, Leadership Conference on Civil and Human Rights, Common Defense, Pop for Climate, Invest in Our New York, Amadou Ly Foundation, New York City Trans and Queer Coalition, and actor Robert de Niro.

- On March 29, NYSNA nurses joined a rally at Lehman College in the Bronx to call on legislators to tax the rich. President Hagans was one of the keynote speakers at the rally. NYSNA committed to advocate with unions, community groups and faith leaders to reduce the cost-of-living burden on working families, tax the ultra-wealthy and raise corporate taxes to invest in healthcare for all. NYSNA President Nancy Hagans, RN, BSN, CCRN, spoke alongside Senator Bernie Sanders and other elected officials. President Hagans said, “To have a healthy and thriving New York, we need everyone to contribute their fair share. We need to tax the rich to fund healthcare for all, to fairly fund our hospitals and to deliver the services that support our communities. It’s not enough to beat back the attacks from the Trump administration. We also have to show who we are as New Yorkers — by putting our money where our mouth is!”
- On April 10, NYSNA Board Member Sonia Lawrence, BSN, RN, spoke at NYC Health+Hospitals/Lincoln alongside labor and elected allies — including the Committee of Interns and Residents/Service Employees International Union (SEIU), Doctors Council/SEIU, Professional Staff Congress-CUNY, Democratic Socialists of America and others — to demand that Albany use funding to fill in federal funding gaps in the Essential Plan. If the state doesn’t do more to protect our communities, nearly a half million New Yorkers on the Essential Plan could lose coverage this summer. Lawrence and others spoke about how vital it is for the state to use its own funds to continue the Essential Plan. Our state needs to use existing revenues and resources to step in where our federal government has tragically abandoned us and tax the rich to pay for the services that keep New Yorkers healthy; otherwise, our patients and communities will suffer.
- On April 21, NYSNA joined nearly a dozen unions and community groups and sent a letter to Hochul urging her to take action to raise the funds we need to care for our communities by taxing the rich. Collectively, the unions represent more than 300,000 workers and are demanding that Hochul stand with working families who are taking on the affordability crisis rather than the ultra-wealthy. Read the full letter and the demands [here](#), and read the [Chief’s coverage](#).
- NYSNA conducted two lobby days in Albany this spring, a budget lobby day on March 10 and a budget and legislative lobby day on May 5, considering the budget was over a month late. NYSNA nurses returned to Albany to demand that state legislators pass a budget that protects nurses and patients and invests in safe, quality patient care for New Yorkers. Over the course of the day, nurses met with our elected leaders, as well as labor and healthcare champions, to urge them to pass a budget that includes safe staffing enforcement, fair funding for rural and safety-net hospitals, and support for the nursing workforce. Nurses also strongly advocated for the passage of the New York Health Act, which would establish a universal, single-payer healthcare system and provide quality care to all New Yorkers, regardless of income, employment, or immigration status.

- As part of the Campaign for NY Health, NYSNA continued to advocate for the New York Health Act, which would establish a universal, single-payer healthcare system in New York, ensuring that no New Yorker goes without health coverage because of income or financial status. On May 11, NYSNA nurses were back at the New York State Capitol to advocate for the passage of the New York Health Act, which would guarantee high-quality, comprehensive healthcare for all New Yorkers! Nurses joined advocates, allies, and our healthcare champions for a speak-out to talk about the life-changing impact the New York Health Act would have on our most vulnerable patients.
- In March, NYSNA released a [white paper](#) detailing the threat to rural and critical access hospitals, caused in large part by decades of disinvestment in the North Country, as well as hospital consolidation and service cuts. The white paper received favorable press coverage, and we shared the white paper with elected leaders at our spring lobby day and during a legislative briefing for elected officials serving rural communities and on the health committee.
- In April, NYSNA members joined NNU for a federal lobby day in Washington, D.C. Alongside nurses from 22 different states, NYSNA members shared the reality of our bedside experiences with elected leaders and spoke out against untested artificial intelligence in hospitals that harms our practice and patient care. We also spoke out against the cuts to federal healthcare funding, sharing with elected officials what nurses see on the ground every day when treating Medicare/Medicaid patients, or other low-income patients, and how we expect the cuts to impact New York's most vulnerable communities.
- NYSNA nurses joined National Nurses United (NNU) nurses from across the country at NNU's federal lobby day in Washington, D.C., on April 29 and April 30. NYSNA nurses met with New York Senators Kirsten Gillibrand and Chuck Schumer to advocate for legislation that would set federal safe staffing ratios and for the passage of the Workplace Violence Prevention Act, the Protecting the Right to Organize Act, the Veteran Affairs Employee Fairness Act and the Medicare for All Act. NYSNA nurses also joined the chorus of voices demanding commitments from members of Congress to vote No on any federal budget package that contains cuts to Medicaid.
- Alongside our contract campaign at North Star Health Alliance/Claxton-Hepburn Medical Campus and Carthage Area Hospitals, nurses also ran a successful campaign to secure stabilization funds after North Star declared bankruptcy. Nurses held a speak-out in March, and soon after the Department of Health announced that it would provide the funds necessary to keep both hospitals open.
- Despite nurses' work to secure stabilization funds for both North Star facilities earlier in the year, over the summer, North Star announced a closure of maternal health services at Claxton-Hepburn. In response, nurses launched a community petition and held a speak-out outside of the DOH-mandated public hearing on the closures. At the hearing, nurses spoke about the

impact the closure would have on North Country residents; if Claxton's maternal health unit were to close, the next closest maternal health services, at Samaritan Medical Center and Canton-Potsdam Hospital, would be more than 40 minutes away, in good driving conditions.

- Cuts to federal healthcare funding have been impacting hospitals since the beginning of the year, at least, and frontline nurses are already beginning to feel the impacts. Despite agreeing to pay for nurses' healthcare and retirement benefits in their latest contract victory, the Brooklyn Hospital Center stopped making payments and nurses' benefits were cut on February 1. Nurses organized, leafletted, held speak outs and advocated for themselves with elected officials to have stabilization funding sent to the hospital in order to restore their benefits. Nurses' advocacy was successful, and their benefits were restored in April.
- NYSNA's statewide advocacy led to increased public and safety net hospital funding, and additional funding for New York's Essential Plan, which covers legal immigrants the federal government sought to exclude from Medicaid coverage, as well as low-income New Yorkers earning slightly more than the income limits for Medicaid. We supported legislation to provide even more state-based funding to make up for federal cuts to the Essential Plan, writing a [memo of support](#) for A10926/S9589 and speaking at press conferences.
- On May 1, NYSNA's Margaret Franks, BSN, RN, was part of a panel at the Columbia School of Public Health to introduce public health students to the New York Health Act, the New York state version of Medicare-for-All that would expand access to healthcare to every New Yorker and save billions of dollars for both patients and taxpayers by eliminating insurance overhead and streamlining the system. The original sponsor of the legislation, Assembly member Dick Gottfried, and Sherry Chen, the Health Policy Coordinator for the Coalition for Asian American Children & Families, were also part of the panel. NYSNA members believe healthcare is a human right and educating future public health experts on the importance of this legislation is an important part of our mission to advocate for healthcare for all.
- In July, NYSNA nurses joined the Invest in Our New York coalition that includes elected officials, labor allies and healthcare advocates, outside of Montefiore–Moses Campus to demand that New York state tax the rich to fund healthcare! With over 1 million people being stripped of their healthcare because of federal funding cuts, it's time for our state government to take action to save our staff and services and ensure that all New Yorkers have access to quality care.

- On July 15, NYSNA President Nancy Hagans, BSN, RN, CCRN; Second Vice President Judith Cutchin, DNP, RN; and Secretary Michelle Jones, MSN, RN, ANPC, joined National Nurses United (NNU) members — including nurses from the DC Nurses Association and the Michigan Nurses Association — in Washington, D.C., to lobby for universal, single-payer healthcare. Over the course of the day, nurses met with legislators to express the critical need for universal healthcare, especially as the Trump administration is kicking millions of Americans off Medicaid and stripping billions in funding from our healthcare facilities.
- On July 30, NYSNA leaders attended events across New York to celebrate 61 years of Medicare and Medicaid — and to advocate for universal, single-payer healthcare! In New York City, Southern Regional Director Alizia McMyers, MSN, MHA, BSN, RN, spoke at a rally at NYC Health+Hospitals/Bellevue Hospital; Central Regional Director Catherine Dawson, MSN, RN, CNOR, spoke at our state capital; and Western Regional Director John Batson, RN, spoke in Buffalo alongside our community allies at Citizen Action. All three spoke on the critical need for our government to implement a universal, single-payer system to ensure that everyone has access to the care they need.
- NYSNA's advocacy delivered a new fair share tax increase for the ultra-wealthy in New York's legislative session this year. A New York City luxury second-home tax on properties valued at more than \$1 million is expected to raise more than \$500 million in revenue to fund the services all New Yorkers need.
- In September, NYSNA nurses successfully advocated for over \$3 billion in New York State stabilization and transformation funding for New York's safety net hospitals that were in financial distress. Nurses at Maimonides Medical Center in Brooklyn and St. John's Riverside Hospital in Yonkers testified at a Department of Health planning committee hearing in Albany in favor of hospital merger proposals that would deliver sustainable funding to the two struggling safety net hospitals.

8. Retiree Health Insurance Benefits for NYSNA Members – Passed as Amended

NYSNA will encourage local bargaining units to prioritize healthcare benefits for retirees during contract negotiations. NYSNA will also explore alternate options for retiree health insurance where it is not provided by the employer, including researching costs to add retiree health to the NYSNA Benefits Fund and advocating for the NY Health Act, which includes retiree health coverage to all New Yorkers.

- Since the 2025 NYSNA Convention, members have led successful contract fights to improve retiree health benefits at Catholic Health/St. Joseph's Hospital, Catholic Health/St. Charles Hospital, and Montefiore Health System.

- The NYSNA Benefit Fund engaged an actuary to explore and cost out options for using the Benefits Fund to fund retiree health benefits for members who don't have these benefits in their contract. The actuary, Milliman, reported back to the fund:
 - For pre-Medicare retirees, the Fund's estimated obligation per nurse would be \$200,000. With approximately 800 nurses retiring annually, this would result in a \$160,000,000 liability obligation that would have to be recorded on the Benefit Funds balance sheet annually. Assuming the existing Benefit Fund, the retiree annual cash contribution per nurse would be over \$30,000 for individual coverage.
 - To fund Voluntary Employees' Beneficiary Association (VEBA) or stipends, the actuary examined NYSNA's current 15 contractual VEBAs, some of which have a retiree health plan with member cost sharing. Contributions and stipends range from \$350 - \$15,000 per nurse annually towards COBRA in the NYSNA Benefits Fund. Maximum reimbursements range from \$1,300 - \$15,000 per nurse annually towards COBRA in the NYSNA Benefits Fund.
- NYSNA also continued to advocate for the NY Health Act, which includes retiree health coverage to all New Yorkers (see reporting under Resolution 7).

17. Acuity Prevents Ambiguity

NYSNA will create a working group for members to share, analyze, and make recommendations for new and future acuity tools.

- In 2026, NYSNA launched a new Statewide Staffing Committee and a corresponding section of the NYSNA website, behind the My Membership login (see below for more). The addition to the website is a resource hub focused on staffing-related issues and includes articles on: New York's safe staffing law and how nurses can use the law to improve staffing at their facility; how nurses can track staffing at their facilities; and case studies on successful enforcement of the staffing law.
- NYSNA Healthcare Staffing Coordinator Margaret Franks conducted a literature review in 2026, assessing the types of acuity tools that currently exist, their usefulness and the possibility of applying specific tools more broadly. Her work can be found in *Why Acuity Matters for Safe Staffing Standards*, in the Statewide Staffing Committee section of the NYSNA Website. Through the new comment feature in this section of the website, members are able to share, analyze and make recommendations for acuity tools.
- NYSN recognizes the need for a universally-applicable acuity tool and will continue to research and evaluate tools that have already been developed.

18. Addressing Unsafe Staffing with Clear Remedies

This resolution encourages LBUs to pursue staffing enforcement language that includes make whole remedies such as mandatory hiring of nurse staff and/or financial relief to nurses.

- NYSNA nurses have won or settled approximately 50 staffing arbitrations since 2023, when we won stronger staffing enforcement language in our contracts. Collectively, we have won more than \$11.7 million in financial remedies to compensate nurses who worked understaffed. In some cases, arbitrators ordered hospitals to hire and staff additional nurses, to add extra vacation time for nurses who worked understaffed, or to improve staffing grids or ratios.
- In this winter's New York City private sector contract campaign and historic NYC nurse strike, NYSNA secured make-whole remedies for nurses at every facility in their new contracts, along with expedited staffing enforcement.
- In 2024, an arbitrator ordered NewYork-Presbyterian to recruit and retain critical care nurses and pay financial remedies to the CTICU nurses who worked understaffed. Instead of adhering to the arbitrator's order to make nurses whole, NYP spent an untold amount of money to take NYSNA nurses to court and tie safe staffing up in litigation. In July of this year, the United States Court of Appeals for the Second Circuit ruled in favor of nurses, holding the hospital accountable for its failure to abide by the staffing provisions in nurses' contract and ordering them to make nurses whole.
- NYSNA's new Healthcare Staffing Coordinator, Margaret Franks, traveled throughout the state this year, speaking to nurses about strategies and best practices for enforcing safe staffing at their facilities. After her own success tracking staffing and enforcing safe staffing language at Vassar Brothers Medical Center, Margaret explained to NYSNA members how they can maximize language in the contractual process and in the New York State Clinical Staffing Committee enforcement process.
- This year in Brooklyn, we have won more than 50 new positions at Brooklyn safety net hospitals! Nurses at Maimonides, The Brooklyn Hospital Center and Wyckoff all made the most of new safe staffing language to hold their employers accountable. Staten Island University Hospital nurses also fought and won new positions when the hospital tried to expand space and services, without adding more nurses.
- NYSNA nurses and our legal department used our knowledge, experience, and innovation to win the vast majority of staffing arbitrations we bring forward. We win arbitrations and secure remedies for nurses that exceed the language in existing contracts. For example, at Ellis Hospital in Schenectady, the arbitrator awarded a financial remedy to nurses who worked shifts understaffed, based on precedent and case law, not the explicit language in the nurses' contract.

- Since NYSNA urged the New York State Department of Health (DOH) to “do your job” in 2024, resulting in the DOH levying historic fines against Albany Medical Center, NYSNA nurses have also used the clinical staffing committee process to improve staffing. Cases and DOH investigations that are were pursued or are underway include those at Vassar Brothers Medical Center, NewYork-Presbyterian, Catholic Health/ St. Charles, UVM-Champlain Valley Physicians Hospital, Peconic Bay Medical Center and Ellis Hospital.

19. Create Night Shift Nurse Wellness Standards

NYSNA will conduct a statewide needs assessment of night shift nurses to identify key gaps in wellness and support services, and use these findings to guide collective bargaining priorities and statewide advocacy.

- In accordance with this resolution, and in recognition of importance of assessing night-shift nurse wellness and the difference in needs between night-shift nurses and their daytime counterparts, NYSNA launched a statewide survey for night-shift nurses in September 2025.
- The survey is designed to better understand the experiences, health, well-being, workplace conditions, and professional needs of registered nurses who work night shifts across New York State. It includes questions on: sleep, fatigue and recovery; fatigue and safety; physical, mental and social wellbeing; staffing; benefits and compensation; and potential improvements to night-shift nursing.
- We are in the process of evaluating the responses and creating an action plan based on the needs of NYSNA members working night shifts.

21. NYSNA Statewide Staffing Committee – *Passed as Amended*

NYSNA will establish a statewide staffing committee for members to connect on staffing issues and solutions, convene regular meetings of the statewide staffing committee, and create a corresponding section of the NYSNA members-only website, where NYSNA members can communicate in real-time via comments and replies.

- In 2026, NYSNA launched a new Statewide Staffing Committee, in accordance with Resolution 21 passed at the 2025 NYSNA Convention. The committee is a space where NYSNA members from across the space can gather to discuss staffing issues at their hospitals, share strategies and potentials solutions for how to improve the safe staffing law for nurses and patients.
- The committee meets quarterly, via Zoom, and has had 3 meetings this year, in March, June, and September. The calendar for 2027 has already been announced.
- NYSNA also launched a new section of the My Membership website focused on the Statewide Staffing Committee. This new section of the website is a digital resource hub that includes guidance, resources, and case studies related to staffing, the staffing law and enforcement. A fact sheet about NYSNA’s Statewide Staffing Committee is included in all new member

orientation materials.

- Also in accordance with Resolution 21, the new section of the website is interactive. Members are able to comment on posts within this section, fostering conversation and interaction between members who may not have the opportunity to meet in person.
- NYSNA Healthcare Staffing Coordinator Margaret Franks, MSN, RN, MEDSURG-BC, facilitates the committee meetings and moderates the comments on the website. She has also traveled to different facilities across the state to support members on staffing-related issues at Clinical Staffing Committee meetings and in contract campaigns.