

NYSNA CONVENTION 2026

OCTOBER 26 - 27

New York Hilton, Midtown, NYC



Classes and plenaries taught by nursing and labor experts

- **CONV 1.** How To Tell Your Nursing Story
- **CONV 2.** What Nurses Need to Know About Leveraging the NYS Staffing Law and Contract Bargaining to Advocate for the Creation and Enforcement of Exemplary Staffing Plans 2024, 2025
- **CONV 3.** Mobilization Phases in Contract Campaigns
- **CONV 4.** Safe Nurse Staffing Data: Enforcing Standards Statewide
- **CONV 6.** Recovery-Ready Workplace: Tackling Substance Use Disorder-an Occupational Hazard for Nurses
- **CONV 7.** Nurses' Rights: Organizing, Member Representation, and Contract Enforcement
- **CONV 8.** Healthcare For All – The Campaign for Single Payer
- **CONV 9.** Understanding the Nursing Practice Implications of A.I.: Protecting Our Patients and Our Profession
- **CONV 10.** Zero Harm - Administering Medications Safely
- **CONV 11.** Mastering Physical Assessment Skills for Cardiac Emergencies
- **CONV 12.** BEYOND Responsibility: Mastering Accountability and Scope of Practice
- **CONV 13.** How to Organize Nurses: Strategies for Building Power and Practice in our Hospitals
- **CONV 14.** Why Nurses do Politics and How we Win Collective Political Power
- **CONV 15.** Stroke Escape Room
- **CONV 16.** Mental Health (In)Justice: The Struggle for an Inclusive and Just Healthcare System for Nurses and Patients
- **CONV 17.** Forgiveness for Caregivers: An Unexpected Self-Care Tool

Accreditation Statement

The New York State Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Centers Commission on Accreditation.

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Declaration of Vested Interest: None.

2026 CONVENTION WORKSHOP DESCRIPTIONS

CONV 1. How To Tell Your Nursing Story (2.0 CH/.2 CEU)

Presenters: Kristi Barnes, Joseph Celestin

Purpose Statement:

Widespread understaffing in hospitals and nursing homes has been an age-old problem, but with the passage of the new staffing law, nurses will have more opportunities to tell their story and be heard to improve conditions for our patients and colleagues. This class will focus on how to become more comfortable using the press and social media—ethically, professionally and effectively—to amplify nurses' voices and build public support for patient safety and other nurse priorities.

Learning Outcome:

At the conclusion of the program, participants will identify how to develop their personal story and how to professionally and effectively use the press and social media to get their message to a wider audience to amplify nurses' voices and build public support for patient safety and other nursing priorities.

Objectives:

- Identify what makes a story compelling.
- Craft a safe staffing or bargaining story to use in a public campaign.
- Review some dos and don'ts when talking to reporters: Telling your nursing story in the media.
- Practice interviewing and recording a short selfie video: Why we work with social media.

CONV 2. What Nurses Need to Know About Leveraging the NYS Staffing Law and Contract Bargaining to Advocate for the Creation and Enforcement of Exemplary Staffing Plans 2024, 2025 (2.0 CH/.2 CEU)

Presenters: Margaret Franks

Purpose Statement:

In accordance with the Safe Staffing for Quality Care Act (S.1168-A/A.108-B) and §2805-t(2)(c) of the New York State Public Health Law, annual nurse staffing plans shall be developed by statutory clinical staffing committees. Additionally, the clinical staffing plan shall comply with and incorporate any minimum staffing levels provided for in any applicable collective bargaining agreement, including but not limited to nurse-to-patient ratios, caregiver-to-patient ratios, staffing grids, staffing matrices, or other staffing provisions (NYS PHL §2805-t(5)(c)). These provisions give nurses a dual opportunity to set legislative nurse-to-patient ratios into New York Law and their collective bargaining agreements, and then a similar dual opportunity to enforce such plans. Nurses versed in the law and contract negotiations and enforcement, therefore, should align their strategies to reach maximum power in setting staffing plans. Additionally, there is a new complaint mechanism under this law that can and should coincide with collective bargaining agreement enforcement mechanisms.

Learning Outcome: Identify the information needed to leverage the staffing law grids and recent bargaining gains to achieve exemplary staffing plans in years 4 and 5 of the staffing law and to create ongoing enforcement strategies on both the staffing law and contractual fronts.

Objectives:

- Compare state staffing law and CBA staffing standards from recent examples.
 - Identify key trends and common characteristics of the staffing plans with the numbers recommended in the literature
 - Identify ways in which research-supported plans were achieved during the state law procedure and collective bargaining procedure.
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CONV 3. Mobilization Phases in Contract Campaigns (2.0 CH/.2 CEU)

Presenters: Bryan Perreira

Purpose statement: To enable nurses and nurse leaders to develop and apply a clear escalation framework for member mobilization, strategically build participation, demonstrate collective power, and evaluate approaches to achieving stronger contracts.

Learning Outcomes: Participants will:

- Map their contract campaign onto a phased mobilization model, identifying past actions and next steps.
- Design a short escalation plan (e.g., 4–6 actions) that intentionally moves members from awareness to collective action.
- **Apply** tactics that match capacity and readiness, avoiding mismatches (e.g., jumping to high-risk actions without base strength).
- **Analyze** the logic of escalation—why each phase matters and how it builds toward leverage at the bargaining table.
- Evaluate (gaps in their organizing structure, especially participation levels and leader engagement needed to advance phases).
- **Facilitate** discussions with member leaders about when and how to escalate.

Objectives:

By the end of this training, participants will be able to:

- Define the phases of mobilization within a contract campaign and explain their purpose in building pressure and participation.
- Identify appropriate tactics aligned with each phase (low-risk → high-participation → high-visibility/escalation).
- Assess their current campaign stage and determine what phase they are in.
- Plan strategic escalation by sequencing actions that deepen engagement and increase pressure on the employer.
- **Identify** readiness and risk factors when moving from one phase to the next.
- **Analyze** mobilization phases with campaign goals, member leadership development, and bargaining timelines.

CONV 4. Safe Nurse Staffing Data: Enforcing Standards Statewide (2.0 CH/.2CEU)

Presenters: Ed Yoo, Maragret Franks

Purpose Statement:

The historic staffing victories and legislation won by NY unionized nurses for registered nurses through collective bargaining and collective action create opportunities for bedside nurses to advocate and improve conditions for their patients and their practice. The safe staffing legislation went into effect in 2022, and through the formation of provider level staffing committees, it gives our nurses a voice in developing and maintaining minimum staffing standards that have a statewide accountability mechanism. Additionally, collective bargaining and collective actions since 2021 have yielded contractual enforcement standards that for the first time have significant penalties for providers that violate safe patient staffing. This workshop will empower nurses to enforce their staffing standards in their facilities via collective bargaining agreements or the new staffing law or both through the use of concerted data collection. It will produce the ability to create a self-sustaining enforcement mechanism through which nurses can continue to protect their patients and their practice.

Learning Outcome:

At the conclusion of the program, participants will recognize the value of statewide staffing law opportunities in collective bargaining agreements to enforce staffing, and use RN generated data to enforce standards set in collective bargaining agreements and the state law.

Objectives:

At the conclusion of this program, the participant will be able to:

- Describe the statewide staffing law passed since 2021 and its enforcement capacity.
- Identify tactics that can be used in the facility to enforce standards set in the CBAS and the guidelines required by law.
- Examine how to implement these tactics on a unit, in a facility and in a health system.
- Discuss how these tactics can be used long-term to facilitate perpetual enforcement of staffing standards.
- Identify opportunities in participant units and facilities to engage on these tactics, and create model plans to facilitate implementation

CONV 5. Workplace Violence Prevention Updates: New Laws, Contractual Wins and Member Activism (2.0CH/.2 CEU)

Presenters: Lisa Baum, David Pratt, Bryan Perreira

Purpose statement:

Nurses experience some of the highest rates of workplace violence of any profession nationwide. Many effective methods exist to decrease the risk of violence in the healthcare setting. This workshop will provide participants with updated information and tools to make the workplace safer for themselves, their colleagues, and patients.

Learning outcome:

By participating in this workshop, nurses will identify effective methods to decrease the risk of violence in the healthcare setting.

Objectives:

- Recognize healthcare-specific workplace violence risk factors.
- Compare workplace violence prevention tools.

Identify which tools participants choose to advocate for in their workplaces.

CONV 6. Recovery-Ready Workplace: Tackling Substance Use Disorder-an Occupational Hazard for Nurses (2.0 CH/.2CEU)

Presenters: Deborah Koivula, Hermanuella Hyppolite

Purpose statement:

The purpose of this continuing education activity is to increase nurses' knowledge of substance use disorder (SUD) as a chronic, progressive disease and to enhance their ability to recognize behavioral and physical signs of impairment in nursing practice. This activity will also address stigma, promote early identification, and familiarize nurses with available support services and regulatory recommendations to support safe practice and timely intervention as well as educate on the Recovery Ready Workplace approach and its benefits to nurses.

Learning outcome: Correctly identify three behavioral and/or physical signs or symptoms of impaired nursing practice related to substance use disorder (SUD). Identify two available support resources for nurses who develop substance use disorders. Describe two services provided by the Statewide Peer Assistance for Nurses (SPAN) program. Identify two methods for contacting a SPAN representative for consultation or referral. Identify two benefits to employers and workers of implementing RRW programs

Objectives:

- Correctly identify three behavioral and/or physical signs or symptoms of impaired nursing practice related to substance use disorder (SUD).
 - Identify two available support resources for nurses who develop substance use disorders.
 - Describe two services provided by the Statewide Peer Assistance for Nurses (SPAN) program.
 - Identify two methods for contacting a SPAN representative for consultation or referral.
 - Identify two benefits to employers and workers of implementing RRW programs.
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CONV 7. Nurses' Rights: Organizing, Member Representation, and Contract Enforcement(2.0CH/.2 CEU)

Presenters: Bryan A. Perreira, Marsha Niemeijer

Purpose Statement:

A cornerstone of the ability of healthcare workers to advocate for themselves and their patients is a deep understanding of the rights and protections they hold under labor law, their union membership, and their collective bargaining agreements. This workshop will explore the full scope of these rights—including the right to union

representation, the right to take collective action, just cause protections, and how to read and understand a contract. It will also highlight the enhanced responsibilities and rights of union stewards/delegates and provide tools to become effective advocates for coworkers and patients alike.

Learning Outcome:

By the end of this workshop, participants will be able to confidently identify, apply, and advocate for their rights as unionized healthcare workers, using labor law, collective bargaining agreements, and union representation tools to protect themselves, their coworkers, and their patients.

Objectives:

- Recognize unsafe working conditions and explain the legal rights and procedures for refusing unsafe assignments and reporting hazards without fear of retaliation.
- Demonstrate how to exercise Weingarten Rights and analyze the role of union stewards in investigatory meetings and disciplinary processes.

Evaluate disciplinary actions using the 7 Tests of Just Cause and interpret key provisions in a collective bargaining agreement to support workplace advocacy.

CONV 8. Healthcare For All – The Campaign for Single Payer (2.0 CH/.2CEU)

Presenter: Gregory Reynoso

Purpose Statement:

This workshop will cover how the current fragmented and for-profit healthcare system serves corporate interests instead of patient and community well-being and contributes to existing population inequities. It will also make the case for the urgent need for healthcare reform, noting recent federal cuts to healthcare and the need for a single payer universal healthcare, establishing it as a right instead of a commodity. The workshop will outline the goals of the Campaign for the New York Health Act.

Learning Outcomes: At the conclusion of the program, participants will identify the benefits of a single-payer healthcare system and general goals of the campaign for the NY Health Act.

Objectives:

- Identify problems for patients and nurses in the current U.S. healthcare system related to insurance and how a single-payer policy might address those problems.
- Discuss policy changes in the proposed New York Health Act and their impact on nurses' ability to deliver and receive quality healthcare.
- Analyzing How federal healthcare cuts impact the need for a single payer system
- Discuss how nurses and their unions can advocate healthcare reform and help build the movement for health justice

CONV 9. Understanding the Nursing Practice Implications of A.I.: Protecting Our Patients and Our Profession (2.0 CH/.2 CEU)

Presenter: Stephen Frum

Purpose Statement:

This continuing education session critically evaluates the hospital industry's attempt to deploy AI-driven technologies to replace the clinical judgement, knowledge, skill, and art of registered nursing within our current healthcare system. The course reviews current and emerging AI use cases, such as AI scribes, chatbots, and AI-based acuity algorithms, and what we know and do not know about their effect on patient care outcomes and work culture.

Through lecture, case studies, and interactive discussions, nurses will assess the threat of substituting technology for in-person RN nursing practice and discuss policy-based and collective interventions that challenge the intrusion of AI into clinical practice. Participants will leave with an understanding of the critical role nursing advocacy plays in shaping the future of healthcare technology to ensure that patient care remains safe, effective, and therapeutic.

Learning Outcome:

At the end of the session, participants will be able to critically evaluate the impact of artificial intelligence technologies on the art and science of nursing.

Objectives

- At the conclusion of the class, participants will be able to:
- Critically evaluate industry proposals of AI-based "solutions" in the clinical environment.
- Describe the signs and consequences of unsafe AI implementation within the clinical environment, including challenges to patient safety and RN autonomy.
- Identify collective patient advocacy and policy approaches that registered nurses can use to safeguard public health.

CONV 10. Zero Harm - Administering Medications Safely (2.0 CH/.2CEU)

Presenters: Karen Broomes-James, Rose Sona Bright Jibu

Purpose statement:

To ensure that nursing staff can accurately and safely administer medications, minimizing the risk of errors that could harm patients. By highlighting evidence-based safety measures, the rights of medication administration, and interdisciplinary verification processes, the program aims to protect patient safety, promote therapeutic outcomes, and uphold professional accountability in medication use.

Learning outcome:

By the end of this program, the learner will be able to safely and accurately administer medications by applying the rights of medication administration, performing required safety checks, utilizing clinical judgment to prevent medication errors, and responding appropriately to adverse drug events in accordance with evidence-based practice.

Objectives:

- Discuss common types of medication errors and their causes.
- Identify the impact of medication errors on patient morbidity and mortality.

- Identify preventative strategies to reduce error rates.
- Demonstrate knowledge of best practices for safe medication preparation and delivery to reduce the likelihood of medication administration error

CONV. 11 Mastering Physical Assessment Skills for Cardiac Emergencies (2.0 CH/.2CEU)

Presenters: Karen Broomes-James, Rose Sona Bright Jibu

Guest Presenter: Civita Allard

Purpose Statement: Physical assessments enable nurses and advanced practice nurses (APRNs) to identify and diagnose health problems effectively. By conducting thorough examinations and utilizing techniques such as inspection, palpation, percussion, and auscultation, nurses can uncover signs of illness that might otherwise go unnoticed. This early detection is crucial for the timely implementation of interventions that can significantly improve patient outcomes.

This hands-on interactive workshop provides opportunities for registered nurses and APRNs to practice advanced physical assessment, adequately gather pertinent information, and employ critical thinking skills in simulated clinical settings.

Learning Outcome: At the conclusion of the program, participants will demonstrate appropriate skills in identifying specific disease processes related to Cardiac emergencies.

Objectives:

- Demonstrate advanced skills in the performance of comprehensive health assessments related to cardiac emergencies.
- Interpret sounds of the body acquired through assessments in a simulated setting

Assess alterations in normal health acquired through assessments

CONV 12. BEYOND Responsibility: Mastering Accountability and Scope of Practice (2.0 CH/.2CEU)

Presenters: Karen Broomes-James, Rose Sona Bright Jibu

Purpose Statement

This workshop is designed to enhance Health Care providers understanding of professional accountability and scope of practice standards by examining legal, ethical, and regulatory responsibilities and applying professional standards to safe, competent, and patient centered care.

Learning Outcome: Upon completion of this workshop, participants will be able to apply principles of accountability and scope of practice to support safe, ethical and legally compliant patient care.

Objectives:

By the end of this workshop, participants will be able to:

- Define professional accountability and scope of practice.
- Describe legal, ethical, and regulatory standards that govern your practices.
- Differentiate between activities that are within and outside of your scope of practice.
- Apply principles of accountability to clinical decision making, delegation, and scope of practice responsibilities.
- Analyze case scenarios involving scope of practice and accountability challenges.
- Evaluate care planning processes and clinical actions for alignment with professional standards, regulatory requirements, and patient safety principles to ensure safe, high-quality, patient-centered care.
- Develop strategies to maintain competency and uphold professional accountability in your practice

CONV 13. How to Organize Nurses: Strategies for Building Power and Practice in our Hospitals (2.0 CH/.2 CEU)

Presenter: Ed Yoo

Purpose statement: To equip professional nurses with foundational skills, communication strategies, and advocacy frameworks needed to build professional practice power, actively participate in workplace decision making, and lead collaborative campaigns that to organize nurses to enhance the practice environment in both union and non-union hospitals, and improve public health outcomes.

Learning outcome:

At the conclusion of the program, participants will be able to discuss the principles and mechanics of organizing non-organized Nurses and apply basic peer led advocacy and workplace organizing strategies to improve nursing practice environments and patient outcome.

Objectives:

- Identify tangible organizing skills.
- Discuss why it is important to organize the unorganized.
- Describe how to get involved in organizing campaigns
- Formulate practical steps to get involved in local workplace improvement campaigns
- Discuss examples of nurse advocacy to improve Nursing practice environment and public health outcomes.

CONV 14. Why Nurses do Politics and How we Win Collective Political Power (2.0 CH/.2CEU)

Presenter: David Cohen

Purpose Statement:

This workshop will examine campaigns where nurses and union members successfully connected their issues to strategic coalition partners and allies like community groups, community leaders, other labor unions and elected leaders. When we build strong coalitions, we expand our capacity, further solidarity and broaden our influence. This workshop will help us link this strategy to our contract campaigns and legislative campaign as well.

Learning Outcome: At the conclusion of the program, participants will be able to identify potential coalition partners, key allies and discuss strategies to build coalitions to further nurse political power.

Objectives:

- Discuss why it's important to build coalitions to fight nursing goals.
- Describe how to build strategic coalitions with allies
- Discuss examples of nurses building coalitions and their impact on patient outcomes.

CONV 15. Stroke Escape Room (2.0 CH/.2CEU)

Presenters: Karen Broomes-James, Rose Sona Bright Jibu

Purpose statement: To provide nurses with an engaging, interactive learning experience that reinforces evidence-based stroke care practices. By solving scenario-based puzzles and challenges, participants will strengthen their ability to rapidly assess, prioritize, and implement interventions for stroke patients, ultimately improving patient outcomes and team communication in high-pressure situations.

Learning outcome: By engaging in the stroke escape room, participants will gain practical skills and a deeper understanding of stroke care, which is crucial for effective patient management and care.

Objectives:

- Identify early signs and symptoms of stroke using standardized assessment tools (e.g., NIHSS, BE-FAST).
- Apply current professional guidelines for acute ischemic stroke management, including time-sensitive interventions.
- Demonstrate effective interdisciplinary communication and role clarity during stroke code scenarios.

Prioritize patient care actions in a simulated, time-constrained environment to optimize outcomes.

CONV 16. Mental Health (In)Justice: The Struggle for an Inclusive and Just Healthcare System for Nurses and Patients (2.0 Ch/.2 CEU)

Presenters: Ana Djordjevic, Lisa Baum, David Pratt

Purpose Statement:

The deep structural inequities in the US are reflected in our healthcare system, our workforce as well patient outcomes: it shows up in the social structures and profoundly impacts our physical and mental health and wellbeing. Our current understanding of mental health and well-being (as well as mental illness) is both impacted by a historical precedent but is increasingly being shaped by a more expansive understanding of external social factors and forces.

Learning Outcome: At the conclusion of the program, participants will value how to advocate for themselves and their patients to remove structural inequities in order to improve their and their patients' mental health and wellbeing.

Objectives:

- Examine the evolution of the understanding of mental health and the need for prevention and protection.
- Recognize that many causes of mental health conditions are rooted in structural/social/workplace circumstances.
- Examine social conditions and circumstances, especially systems of oppression, as potential causes of mental illness.

- Identify two ways in which by promoting patient and nurse advocacy, nurses can contribute to dismantling the unjust systems that provoke mental health issues in their patients, themselves and their coworkers.
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CONV 17. Forgiveness for Caregivers: An Unexpected Self-Care Tool (2.0 CH/.2 CEU)

Presenters: Maria Lund & Lyndon Harris

Purpose Statement:

Nurses frequently encounter emotional strain related to unresolved conflict, trauma, and moral distress in their professional roles. This session introduces forgiveness as an evidence-based self-care strategy to support mental, emotional, and physical health. Participants will gain practical knowledge and forgiveness tools from the research of the Stanford Forgiveness Project to help manage grievances, promote well-being, and enhance their capacity to provide compassionate care without compromising their own health.

Learning Outcomes:

Participants will understand the methods and health benefits of forgiveness as set forth in the research of the Stanford Forgiveness Project, including key concepts such as “Unenforceable Rules” and their role in unresolved grievances and self-forgiveness. They will also evaluate the steps of the forgiveness process and apply selected tools introduced during the session to support personal and professional well-being

Learning Objectives:

- Understand the methods and health benefits of forgiveness and its effective use with unresolved grievances
- Understand the concept of Unenforceable Rules, the underlying mechanism of a grievance and the connection to self-forgiveness
- Evaluate the steps of the forgiveness process and experience some of the tools as a part of the session