THE NYSNA
MEMBERS' HANDBOOK

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WHO IS NYSNA?

We are! We are a union of 42,000 frontline nurses and healthcare professionals united for our patients, our practice, safe staffing and healthcare for all. We are New York's largest union and professional association for registered nurses. In 2022, we voted to affiliate with National Nurses United (NNU), the largest union and professional association of registered nurses in U.S. history with more than 225,000 members nationwide. As a member of NYSNA, you are automatically a member of NNU and the AFL-CIO, the largest federation of labor unions in the United States.

What is a union?

A union is a group of workers who organize collectively to have a say over their working conditions and to protect and improve their rights in the workplace. As a union of healthcare workers, we are committed to protecting our patients and profession. As union nurses and patient advocates, we are also dedicated to building a just and humane society where everyone has a right to quality healthcare and economic security.

Unfortunately, more and more hospitals and healthcare facilities are heading in the opposite direction, putting their bottom line ahead of patient care. That is why our union is working hard to:

- **Secure enforceable, safe staffing standards through union contracts and legislative action.**
- **Guarantee quality healthcare for all by supporting Medicare for All and the New York Health Act.**
- **Protect our profession and our scope of practice.**
- **Improve standards for RNs across the state through: Better wages and benefits, sustainable schedules, strong health and safety protections, and working conditions that help recruit and retain nurses.**
- **Fight back against cuts to public health funding and protect safety-net hospitals**
- **Save healthcare services like mental health and maternal and child health services that profit-driven hospitals are trying to cut.**
- **Advocate for health equity and social, racial and economic justice because these struggles are inseparable from our fight for quality care for all patients.**

Our fundamental belief that healthcare is a human right makes NYSNA members powerful advocates for patients, our practice and our communities. Our profession is the most trusted, and our role is central to the health of all New Yorkers. We have won groundbreaking contract victories through our tireless organizing and helped pass a landmark staffing law through our legislative advocacy, cementing our position as leaders in nursing and the labor movement."

- NYSNA President Nancy Hagans, RN, BSN, CCRN

Unions are one of the most important ways working people, including registered nurses (RNs), can build power on the job. When workers from different industries join together, we form an entire labor movement with the power to win a better life for working people. Together, we can get corporations and our government to put working families' needs and priorities first.

Unions and the labor movement have fought for and won historic victories that have lifted millions of people out of poverty. Our movement won the minimum wage, overtime pay, Social Security and Medicare, family leave, pensions and health benefits, and more.

To protect these victories and win even more, we:
- **Bargain collectively with our employers.**
- **Promote legislation and engage in political action.**
- **Organize the unorganized, bringing nonunion RNs into NYSNA.**
- **Mobilize along with patients, communities and the broader labor movement to achieve our goals.**

HOW TO GET INVOLVED

There are many ways to get involved in NYSNA, whatever your level of experience or availability. The heart of our work is building power on the job through workplace organizing. NYSNA members can volunteer as unit representatives to represent their colleagues before management, as staffing captains to record staffing levels and enforce safe staffing standards, and as Contract Action Team (CAT) members to help their unit participate in winning a new contract. Members can run for local, state and national leadership positions.

How to Become a Member Leader

Every union member leader starts with one small step-by attending a membership meeting, filling out a Protest of Assignment (POA) to document unsafe staffing, or joining and observing contract bargaining. The point is to start getting involved in whatever way best connects to your concerns and your workplace. We have committees of nurses that work tirelessly on issues such as staffing, retirement concerns, tuition and professional development, workplace safety, technology and much more! Once you take that first step, NYSNA will provide the resources to help you feel welcomed and educated on the issues.

A great starting point to become an active member and develop your union leadership skills is to attend a member leader training session through NYSNA's Labor Education Department, where you'll learn about your rights on the job and how to organize in your facility.

We have trained more than 4,600 NYSNA members as unit representatives and delegates over the past few years. These leaders organize with their coworkers to fix problems in their facilities, represent their colleagues at our annual Convention to decide our union's direc-

tion, and build solidarity with NYSNA members in other facilities and with other unions by supporting their campaigns. Our goal is to recruit and train a member leader on every unit and shift in every hospital.

We are up against powerful institutions with deep pockets who want to weaken unions like NYSNA so they can set the standards that work for their bottom line, regardless of patient outcomes. NYSNA members will not let that happen. We will continue to fight to protect our patients, our profession and our communities.

Do your part. Become a NYSNA leader. The future of nursing and patient care is on the line!

Train to Become a Member Leader

Talk with your NYSNA representative about attending a leadership training. Or go to bit.ly/NYSNAlabored to sign up for upcoming trainings.

PATHS TO BUILDING

Workplace Organizing

- Steward or Unit Representative
- Grievance Committee
- Health and Safety Committee
- Local Bargaining Unit (LBU) Executive Committee
- Contract Negotiation Committee
- Contract Action Team

Nursing Practice and Safe Staffing Advocacy

- Leader for Practice Committee
- Staffing Captain
- Local Staffing Committee
- NYSNA Statewide Staffing Committee

Political Action

- Political Action Team
- Join an Issue-Based Committee (Climate Justice, Single Payer Healthcare, Civil Rights)
- Attend Lobby Day in Albany
- Join NYSNA to Get out The Vote during election season

Social Justice Activism

- Social Justice and Civil Rights Committee
- Climate and Environmental Justice Committee
- Single-Payer Healthcare Committee

A STRONG UNION

NYSNA Members' Involvement and Leadership in a Powerful RN Movement Leads to a Strong Union

A union's power and effectiveness depend on the active involvement of its members. NYSNA nurses and healthcare professionals have many opportunities to get involved, have a strong voice, protect nurses and patients and advance the profession.

NURSES RIGHTS

Your Union Contract

NYSNA members in every facility have a contract that spells out their wages, working conditions and benefits. Our contracts address critical issues like safe staffing standards, seniority and transfers, education benefits, vacation allocations, floating and more. While these rights are important to write down and codify in a contract, all NYSNA contracts are living documents that must be tied to member activity. NYSNA members must monitor and enforce staffing levels. NYSNA members must protest and document unsafe floating. A contract guides our organizing and collective work to resolve issues, but it does not itself resolve issues.

Every NYSNA member should get a copy of their contract and read it. You can access your contract in the **My Membership** portion of the NYSNA website by creating an account at **www.nysna.org/user/login**. If you have questions about specific contract provisions, ask your unit delegate, one of your LBU leaders, or your NYSNA representative.

Your Right to Advocate

All nurses in our country have the following rights under federal labor law:

- The right to organize a union of your own choosing.
- The right to discuss, hand out literature and sign cards on nonwork time in nonwork areas, as long as it doesn't disrupt patient care.
- Nonwork time is defined as before and after shifts and during breaks (breaks are flexible to your advantage because nurses don't get fixed breaks).

- Nonwork areas are breakrooms, bathrooms, near the elevator, off the floor, the cafeteria, the parking lot, etc.
- The right to talk about NYSNA at the nurses' station while you're on a momentary break, because nurses are often only able to take brief breaks on busy occasions. You must use good judgment about who is around and be careful not to disrupt other employees who are working.
- The right to participate in a concerted or collective action.

If you are in doubt or have questions about these rights, contact your NYSNA representative or contact a NYSNA organizer.

If Management Calls You Into the Office

Here are some tips to keep your cool and protect your rights if you get called into the office for discipline or an investigation:

- **Ask what the meeting is about.** You have a right to know what management is investigating or discussing before the meeting.
- **Ask for your NYSNA rep or delegate.** You have the right to union representation if the reason for the meeting could be disciplinary. Before you attend the meeting, ask if the conversation could lead to discipline so you can contact your union rep/steward beforehand. If the answer is "yes," you have a right to representation at the meeting itself, and you do not have to answer questions until your rep is present.
- **Keep it simple.** Answer management's questions with clear, simple answers. Don't fall for fishing expeditions.
- **Don't remember? Just say so.** If management asks you about something and you don't know the details, just say "I don't know" or "I don't remember." Guessing or speculating can lead to inconsistencies and give management an excuse to try to discipline you for dishonesty.

Protection from Unjust Treatment When You Need It

As a NYSNA member, you have more protection from unjust treatment by a manager than do nonunion healthcare workers. In the rare event that a manager initiates counseling, a verbal warning or written discipline for you, your union delegate or representative will help evaluate whether there is "just cause"

for such counseling or discipline with you. We will also make sure that your side of the story receives equal weight and consideration. If the manager fails to prove that there was just cause, the discipline may be deemed improper and could be remedied.

Your Rights Under Federal, State, and Local Laws

Federal, state and local laws protect NYSNA members. For example, you have the right to take leave under the federal Family Medical Leave Act as well as New York state's Paid Family Leave law. You have the right to safe and healthy working conditions under the federal Occupational Safety and Health Act as well as protection from discrimination based on age, race, religion, sexual orientation, nation of origin, gender identity and more under New York City's and New York state's Human Rights Laws. New York state law bars mandatory overtime and guarantees whistleblower protections to healthcare workers who report unsafe patient care conditions. Find a list of your rights under the law on the NYSNA website at: **www.nysna.org/your-rights-under-law**.

"The best part of being a union steward is letting our members know they're not alone, they have a contract and a strong union behind them during every shift. I help our members learn their contract so they can help enforce it and let them know they can always come to me if they have an issue with management. Our members know that when we work together, we're stronger together."

—Margaret Franks, BSN, RN, MEDSURG-BC at Vassar Brothers Medical Center and NYSNA Treasurer

N U R S E S   R I G H T S

OUR MISSION AND VISION

As a powerful union and organization made up of and led by nurses and healthcare professionals, we understand the vital role that we play in providing healthcare to all who need it; protecting public health; and promoting the well-being of nurses in our workplaces, our communities and the political sphere. As a powerful and growing organization, our values define NYSNA. We are committed to:

1. **Advocating for and protecting the interests of all nurses and our profession as a whole.**

2. **Leading the fight for healthcare equity; social, racial and economic justice; and the well-being of the people of the communities in which we live and work.**

3. **Promoting and achieving the highest possible level of professional nursing practice, quality of patient care and health outcomes for our patients.**

4. **Tenaciously fighting to improve wages, retirement security, health benefits, safe staffing and safe working conditions through collective bargaining and aggressive enforcement of the rights of members in their workplaces.**

5. **Leading the fight to address environmental and social determinants of health to ensure future generations' well-being.**

6. **Building up and empowering nurses to assume our leadership role as advocates in the profession, the healthcare system, the political process and our local communities.**

7. **Fostering emotional well-being and workplace wellness to fully support our profession and patients.**

8. **Providing mentorship, support and collaboration needed to develop and continue the traditions of the nursing practice, advance the nursing profession to meet our communities' needs, and develop and nurture the next generation of nurse leaders and advocates.**

Patients Over Profits!

We have one bottom line as nurses and patient advocates: making our patients and communities healthier. We are driven by that simple purpose and proudly stand guard at the front lines of patient care. Unfortunately, we don't have healthcare partners that make the same commitments in New York.

A powerful network of healthcare, private insurance companies, for-profit hospital chains, pharmaceutical companies, Wall Street firms and private equity hedge fund operators have one goal: To make big profits from healthcare.

They have lied about our ability to afford quality care for all people, even though we live in the richest country in the history of the world. And they've lobbied to cut services, shutter community hospitals, and keep corporations and the wealthy from paying their fair share of taxes.

This has led some hospitals to cut nurse staffing, privatize services, and close units or whole facilities. Other hospitals are consolidating through mergers and acquisitions and competing for a shrinking pool of well-insured patients. This business model threatens patient care.

So-called nonprofit hospitals and even public hospitals are not immune to the drive for healthcare cuts due to a lack of funding or pursuit of higher revenue — cutting staffing and essential health services in the process.

A New Direction

In 2012, thousands of frontline caregivers came together to change the direction of our union. We eliminated outdated rules that prevented us from functioning as a real union and made winning safe staffing our No. 1 priority. Since then, we've transformed our union and become a force in the labor movement. Our members have fought for and won historic contracts and groundbreaking safe staffing legislation in New York.

One Union, United to Win

With one strong, united voice for patient care, we've fought for health equity and kept hospitals and health centers open for care, such as averting the closure of Montefiore Mount Vernon Hospital in 2021 and Burdette Birthing Center in 2024. We've stopped attempts to turn our healthcare system over to for-profit corporations by keeping a for-profit "Pilot Program" out of the state budget in 2015 and affirmed our fundamental belief that healthcare is a human right through the work of our Single Payer Healthcare Committee and our support of the New York Health Act.

Winning hasn't been easy, but together, we can change the healthcare system to put patients over profits.

SAFE STAFFING FOR PATIENTS

Protecting Our Patients by Protesting Unsafe Assignments

As RNs, our top priority is providing quality patient care. As nurses, we would never turn down an assignment. But as patient advocates, it is our duty to do everything in our power to correct unsafe situations.

What Is a POA?

A POA is a written document notifying the employer that a nursing assignment is unsafe. The most important reason to fill out a POA is to advocate for a change in conditions so that our patients get better care. However, a POA is also an organizing tool to move from unsafe staffing conditions to proposing and winning better ratios. Can you imagine if nurses across an entire unit filled out POAs for weeks prior to a staffing committee meeting? Those nurses would be able to clearly argue for and win better staffing with solid evidence. A POA is also clear documentation that helps protect your license. Filling out a POA can help protect you from malpractice or discipline in the event of an adverse incident.

You should fill out a POA form if, in your professional judgment, you believe a patient care assignment is unsafe or potentially unsafe. As an RN, you have a legal and professional obligation to notify your employer of an unsafe situation to correct a problem and avert injury or harm to the patient. Remember, you can fill out a POA at any point during your shift if conditions change or patient acuity increases.

Filling out a POA:

- Tracks unsafe staffing.
- Holds management accountable.
- Allows for nurse organizing around unsafe conditions.
- Ensures that there is a documented record that can protect your license.
- Can be used in court, before state agencies, and in legislative hearings.

The POA Form is Protected Union Activity

Management cannot prevent us from filling out a POA, and management cannot discipline or retaliate against an RN for filing a POA. When multiple nurses sign on to a POA, it protects all involved and shows the administration that a patient safety issue is felt throughout the unit.

Keep Filling Them Out!

When nurses fill out POAs consistently to track patient care issues, local NYSNA leaders can identify patient care trends in a unit so they can investigate safety issues and bring them up to management. When we do this, we can increase staffing levels in units and improve patient care policies and procedures. .

(Sample form is on page 12.)

In partnership with NYSNA's Nursing Education and Practice Department, NYSNA members turn our Protests of Assignments into powerful tools to enforce safe patient care conditions in our units.

PROTEST OF ASSIGNMENT

NYSNA — NEW YORK STATE NURSES ASSOCIATION

34425

Print in block letters!

Facility code ☐☐☐☐☐   Facility name _____

Date ☐☐ / ☐☐ / ☐☐☐☐
  M M   D D   Y Y Y Y

Code of nursing unit ☐☐☐   Name of nursing unit _____

Name of individual submitting report ☐☐☐☐☐☐☐☐☐☐   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐
                                      First   *Last*

Time Management notified (12 hr clock) ☐☐ : ☐☐   ○ AM ○ PM   Manager's Name ☐☐☐☐☐☐☐☐☐☐☐☐☐

What type of nursing unit is this?
(shade the type that best applies)

○ CCU/ICU/NICU   ○ Home Care/Public Health
○ Med/Surg   ○ School
○ ER   ○ Correctional Facility
○ Maternity/GYN   ○ Ambulatory Care/Clinic
○ Peds/NICU/PICU   ○ OR/Anesth/Recovery
○ Psychiatry   ○ Stepdown/Telemetry
○ Ambulatory Surgery ○ Nursing Home/Rehab
○ Other

What was your staffing like today?
(write numbers in the boxes)   *Regular is sum of FT/PT/PD

Staffing	Normal or Core staff	Number On duty today			What you needed
		Regular*	Float	Agency	
RN	☐☐	☐☐	☐☐	☐☐	☐☐
LPN	☐☐	☐☐	☐☐	☐☐	☐☐
Ancillary	☐☐	☐☐	☐☐	☐☐	☐☐

Bed Capacity ☐☐   **Census** ☐☐

For what reasons are you protesting this assignment? *(shade all that apply)*

○ patient acuity higher than usual
○ inadequate number of qualified staff
○ volume of admissions and discharges
○ not adequately trained for this situation
○ don't have resources I need such as supplies, equipment, or medications
○ case load too high and impedes safe care
○ inadequate time for documentation
○ mandatory Overtime
○ Other

Additional Comments
Print in Block letters!

Number of RNs signing this form ☐

Under the laws of this state, as a registered professional nurse, I am responsible and accountable to my clients. Therefore, this is to confirm that I notified you that, in my professional judgement, today's assignment is unsafe and places my clients at risk. As a result, the Hospital/Agency and you share responsibility for any adverse effects on patient care.

I will, under protest, attempt to carry out the assignment to the best of my professional ability.

Signature _____   Date ☐☐ / ☐☐ / ☐☐
                                              M M   D D   Y Y

Management Comments

Management Signature _____   Date ☐☐ / ☐☐ / ☐☐
                                                     M M   D D   Y Y

Time management responded (12 hr clock) ☐☐ : ☐☐   ○ AM ○ PM

How to Submit your POA:

1. Give a copy to your employer.
2. Keep a copy for your records.
3. Give a copy to your NYSNA rep.

Here Are Some Examples of When A POA Form Can Be Completed:

- Unsafe RN or to support staffing levels.
- Can't reach a doctor for orders on admission.
- Late lunch/no lunch.
- Patient acuity requires a higher level of care (e.g., an intensive care unit patient housed in Tele).
- Rapid admissions between 9 a.m. and noon and during a shift change.
- Supplies not available.
- Not enough staff or equipment to safely lift a patient.
- Unable to safely perform charge duties and take a patient assignment at the same time.
- Lack of training or competency to handle patient care assignment.
- Mandatory overtime that does not comply with New York state law.
- Skill mix on unit is insufficient.
- Unsafe environment or workplace violence.

Our Fight for Safe Staffing Ratios

Safe, quality care depends on enough nurses and frontline caregivers to do the job. That's why NYSNA fights for safe staffing ratios in every unit in every healthcare facility in the state. By uniting and organizing together, NYSNA nurses have won serious improvements to staffing through our contracts and the law. Of note, NYSNA is the preeminent leader on staffing ratios and the New York state staffing law. No other RN union in New York has ratios codified in dozens of its contracts and in its New York state staffing plans.

Safe Staffing Captains

NYSNA staffing captains send in regular reports about the staffing levels on our units. NYSNA collects the reports and analyzes them to let hospital administrators, community allies and lawmakers know about staffing issues where we work. Pairing these reports with our POAs creates a 360-degree set of nurse staffing data for all our hospitals, created directly from frontline nurses — not management.

By collecting data on nurse-to-patient ratios, NYSNA is better positioned to enforce our contract, ensure management lives up to our agreements, and present evidence to state legislators to advocate for stronger laws and better enforcement. We're also able to provide a picture of staffing conditions to the public so they understand what's going on in our hospitals.

The State of Safe Staffing in New York

New York took a major step forward to address patient safety and the nurse staffing crisis when legislators passed a safe staffing law in 2021, in large part due to NYSNA's persistent advocacy. The Clinical Staffing Committees and Disclosure of Nursing Quality Indicators law directed all hospitals to set minimum safe staffing standards and established a universal 1:2 nurse-to-patient staffing ratio for critical care patients, a huge victory for nurses and patients.

Nurses are leading the way to hold hospitals accountable by actively participating in local staffing committees and pushing regulators to enforce the law. When our members join their facilities' staffing committees to track staffing and file complaints when ratios aren't met, they are doing their part to ensure that safe staffing standards are met. Further, the law demands that all staffing levels listed in our NYSNA contracts also become enforceable under the law. This allows us to pursue simultaneous enforcement campaigns both locally through our contract and statewide through the law.

In 2024, NYSNA released a report that evaluates the state of safe staffing and provides recommendations to improve safe staffing conditions across the state, including by strengthening the state's staffing law. You can find the full report on our website at: **www.nysna. org/resources/2024-nysna-staffing-report**

SAFE STAFFING FOR PATIENTS

Become a Staffing Captain

NYSNA staffing captains send in regular reports about the staffing levels on our units. NYSNA collects and analyzes the reports to let hospital administrators, community allies and lawmakers know about staffing issues where we work. Sign up at bit.ly/staffingcaptain or text "captain" to 877-877

"When there aren't enough nurses at the bedside to provide the care that our patients need and deserve, nurses get burnt out and leave their facility or leave the profession altogether. As a nurse with 35 years of experience, I have seen this far too often, but there's a way to prevent it. Nurses are in this because we are dedicated to patient care. To build our careers in the communities we love, we need to feel respected for the work we do and we need safe staffing."

— Marion Enright, RN, NYSNA Director at Large and Nathan Littauer Hospital nurse

NYSNA's Fight for Safe Staffing Continues

NYSNA members will continue organizing until we have safe staffing ratios in every hospital in the state. We are fighting for:

- **Increased Transparency:** NYSNA members are pressuring the Department of Health to publish all hospital staffing plans, actual staffing levels and staffing violations online, as stated by the staffing law. Transparency incentivizes hospitals to follow safe staffing standards, creates public accountability and provides patients with the information they need to make informed decisions about their care.

- **Enforcement of safe staffing standards:** NYSNA members are enforcing safe staffing standards in our contracts. This means conducting timely investigations, substantiating complaints, and holding hospitals accountable to follow safety standards and their corrective action plans. We have won dozens of arbitration awards that have compelled hospitals to improve staffing and compensate nurses who worked understaffed.

- **Recruitment and retention of nurses with a focus on diversity:** NYSNA will continue to lobby New York state legislators to include a robust plan for nurse recruitment and retention in the state budget. These efforts must include nurses from underserved communities surrounding healthcare facilities who are committed to caring for their communities.

- **Stronger laws and enforcement:** NYSNA members show up in Albany by the hundreds at least twice a year to speak directly to New York elected officials about the need to pass stronger laws to improve staffing and ensure existing safe staffing laws are enforced.

Get Politically Active for Safe Staffing and Other NYSNA Prorities

Join NYSNA's Political Action Team at: nysna.org/action/join-nysna-political-action-team and check out NYSNA's latest endorsements for primary and general elections at the local, state, and federal levels at: nysna.org/campaigns/political-action

WHAT WE WON

NYSNA is a Labor Powerhouse

Since COVID-19 upended the nursing profession, NYSNA has fought for and won historic contract victories in the private and public sector. We won groundbreaking contracts for New York City private sector nurses that delivered the largest wage increases in our union's history and first-in-the-nation safe staffing enforcement mechanisms. We won historic raises for New York City public sector nurses that brought them up to parity with their private sector colleagues, ensuring improved recruitment and retention in New York City's public hospitals. Our members have won great contracts with safe staffing standards and respectful wages and benefits, from the North Country to Long Island. More and more members have won entry into the NYSNA Health and Pension Benefit Fund, ensuring greater financial stability for nurses and their families for years to come.

NYSNA has been recognized as a labor powerhouse by various publications and institutions, culminating in NYSNA President Nancy Hagans, RN, BSN, CCRN, leading the New York City Labor Day Parade as grand marshal in 2023. Since then, we've continued to advocate for safe staffing, organize new members and win groundbreaking contracts to ensure quality care for all New Yorkers.

Recent Legislative Victories

- ✅ Expanded whistleblower protections (2020).

- ✅ The Clinical Staffing Committees and Disclosure of Nursing Quality Indicators law (2021) requiring staffing committees, enforceable staffing plans and setting a minimum intensive care unit ratio of 1:2.

- ✅ The HERO Act, which mandates new workplace health and safety protections in response to the COVID-19 pandemic (2021).

- ✅ The Health Equity Assessment Act (2021) requiring applications for new or expanded facilities to provide an assessment of impact on healthcare equity and access to vital services.

- ✅ Nurse Practitioner Modernization Act (2022) allowing independent practice for experienced nurse practitioners, extended through 2026.

- ✅ Department of Labor Prohibition Against Mandatory Overtime for Nurses (2023) expanding protections and increasing penalties for employer violations.

- ✅ Department of Health directive to hospitals to reopen 850 psychiatric beds closed during the COVID-19 pandemic (2024)

Members Reflect on Recent Victories

"We advocated for safer staffing levels, improved working conditions and fair wages to ensure that we can continue to deliver the high standard of care our patients deserve. And after months of fighting, we achieved what we set out to win. We're glad that our voices were heard because we are not just fighting for ourselves; we are fighting for our patients, for our families and for the future of healthcare in our region."

— **JoAnne DeAntonio, RN, BSN, CEN, local union president at Northwell/South Shore University Hospital reflecting on their most recent contract victory**

"This process showed me there is power in nurses coming together to stand up for our patients. I hope this is the beginning of some real lasting change for our hospital and our profession. I don't want to give up on nursing, and while I'm here, I am committed to do everything I can to try to make it better for our patients and for the next generation of nurses."

— **Maria Colón, RN, emergency department nurse at Mount Sinai Morningside, after arbitrators ruled Mount Sinai would face over $2 million in financial penalties for chronic under-staffing**

"Our members said that we needed pay equity to stop the hemorrhage of nurses leaving H+H for higher pay in the private sector, and due to the power of our union, the city was forced to agree. I am so proud of H+H nurses who passionately advocated for health equity for their patients. We now have a great reason to stay in the public sector and continue caring for our communities."

— **Sonia Lawrence, RN, BSN, NYSNA director at large and president of NYSNA's NYC Health+Hospitals/Mayorals executive council, reflecting on 2023's historic win for pay parity.**

The Union Difference ✓

Union nurses have higher wages, better health and retirement benefits, and better staffing standards than their nonunion peers. Read NYSNA nurses' reflections on "the union difference."

"NYSNA nurses on Long Island have made major gains in recent years. Huntington nurses were ready to join NYSNA because we are serious about fighting for safe patient care and better working conditions for nurses. With New York's largest and strongest union for registered nurses behind us, we know anything is possible."

—Liliana Perez, RN, Northwell/ Huntington Hospital nurse

"Massena is my home. I was born at Massena Hospital; I grew up in this community; and now I work at Massena Hospital caring for my community. A strong union and a fair contract mean North Country nurses have the incentive to stay here so we can keep our community healthy while being able provide for our families."

—Casey Paquin, RN, Massena Hospital nurse

Caring for Patients Shouldn't Turn You into a Patient

The U.S. Occupational Safety and Health Administration considers healthcare settings to have some of the highest worker injury rates of all U.S. workplaces.

Nurses are regularly exposed to violence, musculoskeletal injuries, hazardous chemicals, infectious diseases and a host of other hazardous conditions. All too often, nurses are forced to work with inadequate staffing levels, insufficient safety equipment and limited training.

Our Best Protection is a Strong Union

NYSNA nurses are working together to improve working conditions for all healthcare workers. Our health and safety committees, delegates and local leaders are our first line of defense. NYSNA's Occupational Health and Safety representatives are always available to assist NYSNA members and staff by providing:

- **On-site inspections.**
- **Training.**
- **Research.**
- **Consultations on best safety practices and contract language.**
- **Assistance to injured members.**
- **Interaction and advocacy with enforcement agencies.**

Health and Safety Resources

If you have questions about health and safety hazards at work, talk to your NYSNA delegate or representative right away or contact NYSNA's Occupational Health and Safety team directly at healthandsafety@nysna.org.

You can also find more resources on our website at: www.nysna.org/health-and-safety

Statewide Peer Assistance for Nurses (SPAN)

NYSNA's SPAN is a confidential education, support and advocacy program for all nurses licensed in New York state who are anywhere on the continuum from substance use to substance dependence.

SPAN's mission is to be the resource for all New York State nurses affected by substance use disorders while fostering public safety through outreach and education.
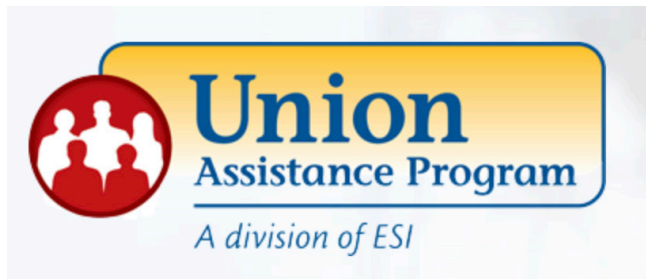
The SPAN program operates on the belief that every nurse deserves access to treatment, help in preserving their license and employment status, and ongoing support throughout the recovery process.

The Union Assistance Program (UAP)

The UAP is a confidential self-help program, independent from NYSNA, available at no cost to NYSNA members and their families as a membership benefit. When an employee or family member (18 or older) faces a significant personal problem, they can call UAP's experienced counselors at **800-252-4555** for assistance at any time.

Learn about the benefits and resources that the UAP offers at: **theeap.com/union-ap.**

Learn more about SPAN

To learn how to enroll in the program, have someone speak to your organization about SPAN and substance use issues, or receive more information about SPAN, email span@nysna.org or visit: statewidepeerassistance.org.

For Confidential Assistance
Call SPAN's Confidential Helpline: 800-457-7261

KEEPING NURSES HEALTHY & SAFE

NYSNA ADVANCES NURSES AND OUR PRACTICE

Our nursing practice unites all of us and reinforces our commitment to safe patient care. We are proud of our highly professional work and how our union empowers nurses and maintains strong RN standards. That is why it is no surprise that corporate healthcare is constantly trying to undermine RNs. Short staffing, de-skilling, unit restructuring and increased dependence on unregulated technology can take away nurses' time from the bedside and harm patient care. NYSNA nurses are working together to advance and safeguard our practice through collective advocacy and through training and education.

NYSNA member advocacy has successfully defeated several harmful policies proposed in the New York state budget, including the Interstate Nurse Licensure Compact, the creation of a new medication aides title that would be allowed to administer medications in nursing homes, and several other proposals that could have undermined nursing scope of practice and quality patient care. With the emergence of virtual nursing, hospital-at-home programs and artificial intelligence, NYSNA and NNU are keeping a close watch on how the latest technologies may harm our patients and practice, and we are fighting back!

Register for NYSNA Courses

Registration for all NYSNA classes and workshops will be on the new NYSNA e-LeaRN platform. Go to learning.nysna.org/topclass to create your account and sign up for upcoming courses.

Register for NNU Courses

NYSNA members can register for free continuing education courses through NNU at: nationalnursesunited.org/ce-classes.

When registering for NNU courses, check the box, "Yes, I am a CNA/NNOC/NNU member."

Continuing Education

NYSNA is accredited by the American Nurses Credentialing Center's Commission on Accreditation as a provider of nursing continuing professional development and by the International Accreditors for Continuing Education and Training (IACET) and is authorized to issue the IACET continuing education units.

NYSNA's Nursing Education and Practice Department provides our members with the following useful resources to advance their nursing practice:

- **Practice Alerts:** NYSNA regularly reviews nursing professional body publications and issues timely practice alerts to guide members in evidence-based practice.

- **Specialty Nursing Certification:** NYSNA offers specialty certification review workshops free for members (a $350.00 value). Online or in-person sessions are offered throughout the year.

- **Continuing Professional Education:** NYSNA offers other member-requested workshops about nursing practice and other topics (e.g. Nursing Documental Essentials, Prevention of Patient Deterioration, etc.) free for NYSNA members. Additional Continuing Education (CE) courses are also available through our parent union, National Nurses United (NNU) and are free for NYSNA members.

- **MED-ED Partnership:** NYSNA has partnered with MED-ED Continuing Nursing Education to allow active NYSNA members to have full access to the complete catalogue of offerings at a 50% reduced rate. These are 100% self-study programs, and you can access the program at your leisure.

- **Nursing Research:** NYSNA supports nursing research and scientific inquiry through the academic Journal of the New York State Nurses Association, which is published semi-annually. The Journal is a peer-reviewed publication, featuring research on issues affecting New York nurses and patients. The journal also presents a publishing opportunity for our members who are registered nurses.

- **Seminar at Sea:** NYSNA supports work-life balance for members by offering a discounted cruise annually. NYSNA members may earn contact hours and CEs while cruising with their friends and family to destinations around the world.

IMPROVING THE LIVES OF OUR PATIENTS & OUR COMMUNITIES

For decades, nurses have been voted as the No. 1 most trusted profession in our country. That's why our campaigns are powered by frontline nurses because when nurses speak, the public, press and lawmakers listen. When we speak with one voice, we can make the changes that our patients need. NYSNA nurses are involved in local, state and national campaigns to improve healthcare, our professional practice, the lives of our patients and our communities.

NYSNA Campaigns:

- **Healthcare for All:** NYSNA's mission is to care for all New Yorkers. We believe that healthcare is a human right — and that everyone should have access to care based on need, not on the ability to pay for it.

- **Save Healthcare Services:** Nurses are fighting to stop employers from cutting essential healthcare services in our communities and against the closures of essential units or entire healthcare facilities. We are also fighting to keep safety-net hospitals, which disproportionally serve vulnerable communities, open and fully funded.

- **Defend Public Hospitals:** New York state's public hospitals care for all New Yorkers, and they are the front line of our defense against infectious diseases, like COVID-19. It's nurses' mission to take care of all patients.

- **Health Equity and Social Justice:** Nurses' advocacy for our profession, patients and communities are interconnected. NYSNA members

advocate for social, racial and economic justice because these struggles are inseparable from our fight for quality care for all patients. When union nurses come together, we can use our skills, our voices and our power to address the root causes of the problems our communities face.

- **Union Solidarity:** NYSNA nurses recognize we are part of the wider labor movement, and we mobilize in solidarity with workers across industries fighting for their rights and dignity at work.

Join NYSNA's Advocacy

Single-Payer Healthcare Committee – Join the campaign to guarantee healthcare to all New Yorkers. Email healthjustice4all@nysna.org or visit bit.ly/NYSNAsinglepayer.

- **Social Justice and Civil Rights Committee** - Join the campaign for health equity, racial and economic justice. Email SocialJustice@nysna.org

- **Climate Justice Committee** - Join the campaign for a healthy planet, for healthy communities and for an equitable response to climate change. Email ClimateJustice@nysna.org

NYSNA BOARD OF DIRECTORS

Our union is led by frontline nurses who our members elect. We draw on the experience and opinions of hundreds of local leaders across our union to set the direction for our movement at our annual convention.

NYSNA BOARD OF DIRECTORS

1. **Nancy Hagans**, BSN, RN, CCRN, President

2. **Judith Cutchin**, DNP, RN, First Vice President

3. **Bill Schneider**, BSN, RN, CCRN, Second Vice President

4. **Michelle Jones**, MSN, RN, ANPC, Secretary

5. **Margaret Franks,** BSN, RN, MEDSURG-BC, Treasurer

6. **Marie Boyle**, BSN, RN, Director at Large

7. **Marion Enright**, RN, Director at Large

8. **Denash Forbes**, MSN, RN, Director at Large

9. **Flandersia Jones**, MPH, BSN, RN, Director at Large

10. **Sonia Lawrence**, BSN, RN, Director at Large

11. **Petar Lovric**, BSN, RN, CPEN, CCRN, Director at Large

12. **Ari Moma**, MSA, RN, Director at Large

13. **Aretha Morgan**, MSN, RN, Director at Large

14. **Pauline Wallace**, BSN, RN, Director at Large

15. **Alizia McMyers**, MSN, MHA, BSN, RN, Southern Regional Director

16. **Christopher Honor**, BS, BSN, RN, CAPA, Southeastern Regional Director

17. **Mary Lynn Boyts**, RN, Lower Hudson/NJ Regional Director

18. **Catherine Dawson**, MSN, RN, CNOR, Central Regional Director

19. **Victoria Davis Courson**, MSN, RN, Eastern Regional Director

20. **John Batson**, RN, Western Regional Director

21. **Pat Kane**, RN, CNOR(E), NYSNA Executive Director

CONTACT INFORMATION AND IMPORTANT RESOURCES

NYSNA Office Locations & Contact:

NYSNA Main New York City Office
131 West 33rd St, 4th Fl
New York, NY 10001
212-785-0157
Info@nysna.org

NYSNA Albany Office
155 Washington Ave, 4th Fl
Albany, NY 12210

NYSNA Westchester Office
660 White Plains Rd, Ste 330
Tarrytown, NY 10591

NYSNA Long Island Office
900 Walt Whitman Rd, Ste 207
Melville, NY 11747

NYSNA Buffalo Office
760 Seneca St.
Buffalo, NY 14210

NYSNA/ Shore Nurses Union New Jersey Office
505 New Road
Somers Point, NJ 08244

Follow us on social media!

Facebook @nynurses
Instagram @nynurses
TikTok @nynurses
X (formerly Twitter) @nynurses
BlueSky @nynurses.bsky.social
LinkedIn www.linkedin.com/company/nynurses

Your Contract, Benefits, Local Leaders, and NYSNA Rep Contacts

Log into the My Membership part of the NYSNA website: **www.nysna.org/my-membership**

MetLife Life Insurance

NYSNA provides members Basic MetLife Life Insurance at no cost. All active members in good standing represented for collective bargaining through the union will automatically be enrolled in the plan.

Go to **nysnawinstonbenefits.com** or call **1-866-483-1124** to learn more.

Union Assistance Program (UAP)

UAP is a confidential self-help program, independent from NYSNA, that is available to NYSNA members and their families as a free membership benefit. It offers phone counseling, coaching, and self-help tools and resources.

For confidential, 24/7 counseling, call **1-800-252-4555**

Visit **www.UnionAP.com** for additional resources

SPAN: Statewide Peer Assistance for Nurses

For confidential assistance, call **1-800-457-7261** or e-mail **span@nysna.org**
www.statewidepeerassistance.org

FACILITIES REPRESENTED BY NYSNA

- Adirondack Medical Center
- Administration for Children's Services
- Albany Medical Center
- Albert Einstein College of Medicine
- Alice Hyde Medical Center
- Allegany County Health Department
- Amityville Union Free School District
- AO Fox Memorial Hospital
- Arlington Central School District
- Bellevue Woman's Center
- Bertrand Chaffee Hosp & Jennie B. Richmond Nursing Home, Inc.
- Borough of Manhattan Community College (CUNY)
- Bronx Community College (CUNY)
- BronxCare Health System
- BronxCare Midwives
- BronxCare Special Care Center Inc
- Brookdale Hospital Medical Center
- Brooklyn Hospital Center
- Brooks Memorial Hospital
- Brunswick Hospital Center
- Canton-Potsdam Hospital
- Carthage Area Hospital, Inc.
- Centerlight Health System
- Champlain Valley Physicians Hospital
- Chemung County
- Chenango Co. Pub Health Service County Office Building
- Claxton Hepburn Medical Center
- Copiague Union Free School District
- Cortland County Health Dept
- County of Delaware
- County of Erie-Erie County Sheriff's Office
- County of Washington
- Department of Correction (City of New York)
- Department of Sanitation (City of New York)
- Elizabethtown Community Hospital
- Ellis Hospital
- Erie County Medical Center
- Eugenia Maria De Hostos Community College (CUNY)
- Fire Department (City of New York)/Emergency Medical Services
- Flushing Hospital Medical Center
- Garnet Health Medical Center - Catskills
- Gouverneur Hospital
- Gracie Square Hospital
- Health Alliance Hospital
- Horseheads Central School District
- Hospice and Palliative Care, Inc.
- Hudson Valley Hospital
- Human Resources Administration/Dept. of Social Services
- Huntington Hospital/Northwell Health
- Interfaith Medical Center/Brookdale Hospital Medical Center
- Kingsborough Community College (CUNY)
- Kingsbrook Jewish Medical Center/Brookdale Hospital Medical Center
- Lackawanna School District
- LaGuardia Community College (CUNY)
- LIJ Valley Stream Northwell Health
- Lindenhurst Union Free School District 4
- Livingston County Health Dept Livingston County Government Center
- Madison County Health Department
- Maimonides Medical Center
- Massena Hospital
- Montefiore at New Rochelle
- Montefiore Bronx
- Montefiore Mount Vernon Hospital
- Montefiore Nyack Hospital
- Mount Sinai Hospital
- Mount Sinai Morningside and West
- Mount Sinai South Nassau
- Mohawk Valley Health System – Wynn Hospital
- Nathan Littauer Hospital
- New York Dialysis Management, Inc. (Fresenius Montefiore Dialysis Centers III & IV)
- New York Dialysis Services, Inc. (Fresenius Kidney Care Soundshore Dialysis)
- New York Presbyterian Hospital Columbia-Presbyterian Medical
- NY Dialysis Services, Inc. (Fresenius Kidney Nephro Care & West)
- NY Eye & Ear Infirmary of Mt. Sinai
- NY-Presbyterian Brooklyn Methodist Hospital
- NYC Health+Hospitals/Bellevue
- NYC Health+Hospitals/Carter
- NYC Health+Hospitals/Central Office
- NYC Health+Hospitals/Coler
- NYC Health+Hospitals/Community Care
- NYC Health+Hospitals/Correctional Health Services
- NYC Health+Hospitals/Elmhurst
- NYC Health+Hospitals/Emergency Medical Service
- NYC Health+Hospitals/Gotham Health, Belvis
- NYC Health+Hospitals/Gotham Health, Broadway Community Health Center of Excellence
- NYC Health+Hospitals/Gotham Health, Cumberland
- NYC Health+Hospitals/Gotham Health, East New York
- NYC Health+Hospitals/Gotham Health, Gouverneur
- NYC Health+Hospitals/Gotham Health, Morrisania
- NYC Health+Hospitals/Gotham Health, Roosevelt

- *Community Health Center*
- *NYC Health+Hospitals/Gotham Health, Sydenham (formerly Renaissance)*
- *NYC Health+Hospitals/Gotham Health, Tremont Community Health Center*
- *NYC Health+Hospitals/Harlem*
- *NYC Health+Hospitals/Jacobi*
- *NYC Health+Hospitals/Kings County*
- *NYC Health+Hospitals/Lincoln*
- *NYC Health+Hospitals/McKinney*
- *NYC Health+Hospitals/Metropolitan*
- *NYC Health+Hospitals/North Central Bronx*
- *NYC Health+Hospitals/Queens*
- *NYC Health+Hospitals/Sea View*
- *NYC Health+Hospitals/South Brooklyn Health (fka Coney Island)*
- *NYC Health+Hospitals/Woodhull*
- *NYS Payroll*
- *Olean General Hospital*
- *Oneida Healthcare Center*
- *Onondaga County*
- *Opioid Treatment Center a Division of St Joseph's Medical Center*
- *Ozanam Hall Nursing Home of Queens*
- *Physicians Affiliate Group of New York PC Midwives*
- *Physicians Affiliate Group of New York PC CRNAs*
- *Parker Jewish Institute for Health Care and Rehabilitation*
- *Parker Jewish Long Term Home Health Care and Hospice*
- *Peconic Bay Medical Center/Northwell Health*
- *Physician Affiliate Group of New York PC*
- *Plainview Hospital/Northwell Health*
- *Police Department (City of New York)*
- *Putnam Hospital Center*
- *Queensborough Community College (CUNY)*
- *Richmond University Medical Center*
- *Royalton-Hartland Central School District*
- *Samaritan Medical Center*
- *Shore Medical Center (formerly Shore Memorial)*
- *South Shore University Hospital (formerly Southside Hospital)/Northwell Health*
- *St. Anthony Community Hospital*
- *St. Cabrini Nursing Home*
- *St. Catherine of Siena Medical Center*
- *St. Charles Hospital*
- *St. John's Riverside Hospital Cochran School of Nursing*
- *St. Joseph's Hospital (Arnot Health)*
- *St. Joseph's Medical Center*
- *St. Vincent Hospital Westchester a Division of St Joseph's Medical Center*
- *St. Joseph's Hospital*
- *Staten Island University Hospital/Northwell Health*

- *Sullivan County*
- *SVCMC-US Family Health Plan*
- *Syosset Hospital/Northwell Health*
- *Terence Cardinal Cooke Health Care Center*
- *The New Jewish Home*
- *Union Community Health Center, Inc.*
- *Vassar Brothers Medical Center*
- *Westchester Community College*
- *Westchester County Dept of Health*
- *Westchester Medical Center*
- *Wyckoff Heights Medical Center*

New York State
NURSES
ASSOCIATION

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