

RESOLUTION 17

Acuity Prevents Ambiguity

Submitted by: Lucy Cheevers RN, MSN, CCRN, CNRN, SCRN on behalf of the Westchester Medical Center LBU

Whereas, Nurses need to preserve the art and science of nursing. Nurses continually advocate for patients, Integrating evidence-based practices and technological advances/AI in healthcare delivery.

Whereas, many professional organizations and Hospitals espouse Healthy Work Environments, which include skilled communication, true collaboration, effective decision making, authentic leadership, meaningful recognition, supportive work environment, and appropriate staffing. The cornerstone of any healthy work environment is a stable qualified nursing workforce guaranteeing safe complex care.

Whereas, nursing continues to be recognized as the most trusted profession. It is also a high-pressure/ stress occupation (74%) which can unfortunately also have high nurse injury rates and increasing levels of violence in the workplace (44%), resulting in nursing turnover rates of 27%. We as nurses need to reverse this turnover trend. As healthcare without nurses is hazardous.

Whereas, we as professional nurses are under threat from the competing demands of current healthcare delivery systems. These productivity models are focused on reducing expenditure while increasing both bed occupancy rates, and nursing efficiency/productivity. Auto mating the nurse to the computer who prioritizes efficiencies over nonpecuniary effects. No Nursing practice should not be dictated by EMR's

Whereas, Nursing care is fundamental to safe patient care. NYSNA has previously fought for and won safe staffing ratios legislation. The NYSNA Protest of Assignment (POA) form protects licensure in unsafe work conditions. The POA when completed registers nurses concern for safety statewide.by NYSNA members

Whereas, Patient Acuity tools/ scales are a classification of patients. Categorizing patients based on assessment of nursing care requirements. This acuity has two-fold consequences for patients and nurse sensitive indicators. Impacts of technological advances on healthcare/nursing are still unfolding. Driving patient care planning and processes. Nurses must discern and preserve this threat to nursing practice.

Whereas, Patient Acuity scales can supplement current bare safe staffing ratios. Ceding control to AI embedded in the EMR allows replacement of critical thinking. Healthcare's current focus on efficiency metrics values productivity over caring. This productivity can lead to increases in missed nursing care which should be the exception not the rule in nursing facilities statewide.

Whereas, Increasing complexity, co morbidities, longevity, and breakthroughs in caring practices have and will continue to change the expectations of patient's and communities we serve. The Nurse-to-Patient Ratios is an initial step in ensuring safe nursing care of patients. The ratios currently only represent a singular body (PATIENT). Acuity scales can augment and increase the power of the POA

Therefore, be it resolved that NYSNA will:

1. NYSNA is encouraged to share and review current acuity tools with LBUs to better understand the pros and cons of existing acuity methods.
2. NYSNA is encouraged to create a work group of members to analyze current NYSNA acuity tools, make recommendations on how to work on a common New York standard on acuity, and report back to LBUs on possible acuity standards to locally enforce.

RESOLUTION 18

Addressing Unsafe Staffing with Clear Remedies

Submitted by: Sabrina Fusco RN, BSN, CMSRN on behalf of the Westchester Medical Center LBU

WHEREAS, Short staffing has become a chronic issue in healthcare, compromising both patient safety and nurse well-being; and

WHEREAS, Nurses frequently work additional assignments, extended hours, or take on heavier patient loads without corresponding compensation; and

WHEREAS, Nurses who continue to work under short-staffed conditions experience higher rates of burnout, moral injury, and occupational stress; and

WHEREAS, Providing make whole relief to nurses working under these conditions not only recognizes their increased labor but also encourages safe staffing solutions and workforce retention; and

WHEREAS, Several institutions and industries implement make whole relief and pay models to fairly compensate employees during high demand and understaffed periods;

Therefore be it resolved:

1. NYSNA will advocate for and support clear make whole remedies for nurses who work in facilities and units with documented short staffing conditions.
2. NYSNA will encourage LBUs to pursue staffing enforcement language that includes make whole remedies such as mandatory hiring of nurse staff and/or financial relief to nurses.

RESOLUTION 21

NYSNA Statewide Staffing Committee

Submitted by: Melissa Balogh-Perez, Hudson Valley Hospital; New York Presbyterian

Second: Briana Barton, New York Presbyterian Hudson Valley Hospital

Amended Language Shown in Red

Whereas, we had a major victory in 2021 with the passage of New York State's Safe Staffing Bill;

Whereas, some of us are still struggling to make the law work for us;

Whereas, we are stronger together than alone and could benefit from open communication state-wide between staffing committee members;

Whereas, at one time NYSNA already had a statewide staffing committee after its restructuring around 2012/2013.

Therefore, be it resolved that the convention body recommends that the Board of Directors:

- 1. Create a NYS Safe Staffing Committee that will act as a hub for questions, concerns and strategy making that all NYSNA staffing committee members can take part in.**
- 2. This committee will meet quarterly on a video conferencing platform (ie. Zoom) to discuss how the law is or isn't working for us; to educate members about how to make the law work for us; and will allow member participation in the way of asking questions or utilizing the call's chat features.**
- 3. A specific NYS staffing committee page will be made on the "members only section" of the NYSNA website where discussions can take place 24/7, questions posed, and issues raised, allowing for comments and replies to take place between all NYSNA members in real time.**
- 4. This committee shall be formed as soon as possible.**
- 5. This webpage shall be created as soon as possible.**