



S U P P O R T

MEMORANDUM IN S U P P O R T OF

S.1168A – Rivera / A.108B - Gunther

This bill amends the Public Health Law to require that all hospitals establish committees to create staffing plans with input from workers and management. This will result in the improvement in the quality of care in hospitals throughout our state.

The bill will ensure that the health care professionals working on the frontlines have a voice in the staffing plans at their hospital. This will allow them to help create a staffing standard that is based on the number of clients served, the nature and acuteness of required care, the skill mix of licensed and non-licensed personnel and other variables, rather than just the bottom line.

Professionally trained nursing and direct care staff are routinely required to work double and triple shifts due to a lack of planning by health care administrators. Combined with a growing shortage of nursing and health care employees, employees are routinely expected to care for far too many patients than they can safely handle. In addition, many employees are expected to provide services where they have had no training or experience due to having insufficient staff. This has created a growing problem within the health care industry and is endangering the overall quality of health care throughout New York State.

The nature and importance of health care services that nurses and direct care staff provide require adequate rest periods, long term workforce management and a methodical, reasonable system to ensure that appropriate staff are assigned to meet the needs of patients. This legislation will help create this system and will ensure that the voices of all direct care workers in these hospitals is heard.

On behalf of more than 300,000 active and retired, public and private employees across New York State, CSEA strongly urges the passage of this legislation.

Respectfully submitted,

Fran Turner
Director