

Protest of Assignments



What are These and When Would I Complete One?

A Protest of Assignment (POA) form is a document that notifies management of a potentially unsafe assignment.

How Do I Know if a POA is Warranted

An unsafe assignment is one in which **you** believe that you may not have the ability to provide safe and timely care to your assigned patients. It is **your** individual professional judgment that determines if an unsafe situation exists. No one else (including the supervisor) can make that determination for you. In this time of adjustment following the Health Alliance consolidation, especially with the number of new graduate new hires, we suggest that you become familiar with these very valuable forms.

What is the Purpose of the POA?

NYSNA's POA forms are designed to ensure that legal and professional liability is shared with the hospital in the event something untoward occurs while you are carrying out that assignment to the best of your ability.

Who Benefits From a POA?

In addition to protecting the patients and your license in the event of a negative patient outcome, the POA is used to track patterns of RN understaffing, helping your union to better represent you during contract negotiations, labor/management meetings, and in contract dispute media campaigns.

As an RN, you are more than an employee; you have a professional obligation to your patients to record staffing assignments that compromise their safety. If you don't take steps to protect yourself and your patients, no one will.

How Do I Start?

First, notify your supervisor that you believe that your assignment is potentially unsafe and seek assistance. Should no assistance be provided, inform the supervisor that you will be protesting the assignment. The POA form is actually a documentation of that conversation. .

The supervisor is then supposed to complete a section on the form stating what corrective action, if any, was taken. If the supervisor does not come up to assess the situation or refuses to fill out his/her portion, note this on the form. Please specify details regarding the assignment, including such factors as maximum census, census that shift, number of RNs and ancillary staff on duty, and please cite supervisor's name and date and time that you had the conversation. The POA form goes to the supervisor, but it is imperative that you keep a copy for yourself at home and send one to your NYSNA nursing representative.

Some examples of assignments that may require protesting include too many patients at one time, high acuity of a reasonable number of patients, or lack of education/training to perform the assignment.

I Would Like to Learn More

If you would like help completing a form, or simply would like to alert us to ongoing unsafe assignments, please contact a local NYSNA officer or Kathleen Korman, MS, RN, NYSNA Nursing Representative. Your calls are always kept confidential, unless you state otherwise.

If you would like further discussion/training regarding the Protest of Assignment forms and other ways to empower your role as an RN at Benedictine Hospital, Kathleen will be available **by appointment** in our local Kingston NYNSA Office on the following dates: Monday, August 30, 2010, 10:00 a.m., Tuesday, August 31, 2010, 6:00 p.m. to 8:00 p.m., Thursday, September 2, 2010, anytime until 4:00 p.m., Friday, September 3, 2010, anytime, Thursday, September 9, 2010, 10:00 a.m., Tuesday, September 14, 2010 any time prior to 2:00 p.m., and Wednesday, September 15, 2010 anytime after 5:00 p.m. Please contact Kathleen if you have an hour or more to spare on any of these days to learn more about how you can have a voice to protect yourself and your patients.

NYSNA POA Forms are available in our NYSNA Kingston Office. Please stop by to pick some up at your convenience. We suggest that you call 845 331 1818 first to alert our staff when you will be in. Our office is conveniently located at 715 Broadway (second floor).

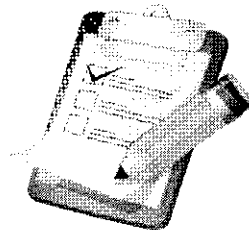
Know Your Elected NYSNA Officers

- **President:** Estela Aquino-Woych, RN (3SP)
- **Vice-President:** Sharon Miller, RN (MHU)
- **Grievance Chairperson:** Ann Krom, RN (Endo)
- **Membership Chairperson:** Carmen Ianora, RN (4SMC)
- **Secretary:** Kathy Mellert, RN (3SP)

Know Your NYSNA Staff Representatives

Kathleen Korman, MS, RN, Nursing Representative
(800) 724 6976, extension 320 (NYSNA Latham Office)

Tom Darby, Labor Representative
(888) 551 3112 extension 126 (NYSNA NYC Office)



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NURSES
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