

## Why Filing the Protest of Assignment Form and Supplemental COVID-19 Form is Important

*The NYSNA Protest of Assignment, or POA, is a legal document that provides notice to your employer that in your professional judgment, your assignment is unsafe and places both you and your patients at risk of a negative outcome and potential serious injury.*

### INSTRUCTIONS

Under this Unprecedented COVID-19 Health Care Crisis, NYSNA has created a supplemental COVID-19 POA FORM for your use;

#### STEPS:

- Fill out BOTH a POA Form and COVID-19 FORM after giving notice to Management
- Be as thorough as possible under the time constraints that you have
- Keep both forms together, keep a copy both, give a copy of both to management AND give a copy of both to NYSNA
- Make sure to them get to NYSNA right away so we can track and utilize these forms

NYSNA will be tracking all Forms received and using these forms to support actions necessary to address the unsafe situations that are arising related to COVID-19 to nurses, patients and the community.

The image shows the top portion of the 'COVID-19 Protest of Assignment Form'. It includes a header with the NYSNA logo and the title 'COVID-19 Protest of Assignment Form'. Below the header are several rows of checkboxes for identifying the hospital and unit. A section titled 'What issues are you reporting?' contains a list of potential concerns such as 'Inadequate staffing', 'Inadequate PPE', and 'Inadequate training', each with a corresponding checkbox. There are also text boxes for 'Date of this reporting' and 'Signature of the Reporter'.

The NYSNA Protest of Assignment, or POA, is a legal document that provides notice to your employer that in your professional judgment, your assignment is unsafe and places both you and your patients at risk of a negative outcome and for potential serious injury. You should file this POA, along with the original POA document, to prevent the risk of FFE during the COVID-19 pandemic. This notice is extremely important if the RN wants to transfer accountability and liability for any subsequent patient damages to the hospital.

The image shows the bottom portion of the 'PROTEST OF ASSIGNMENT' form. It features a large, multi-line text box for detailing the specific issues being reported. Below this text box is a line for the 'Signature of the Reporter' and a date field. The form is branded with the NYSNA logo at the top right.

You can find the NEW COVID Supplemental Form at <http://bit.ly/COVIDPOA> Health and Safety

Print and Use

## **Why are POA's so important RIGHT NOW during the COVID Crisis**

### ***Protesting Your Assignment Captures Important Data that can Safeguard Your License and your Future Healthcare Needs***

By filing the COVID-19 POA, not only are you safeguarding your license, you are also providing written documentation that you may need as a result of the COVID-19 virus to take sick leave or file a workers compensation claim to supplement financial payments to those RNs who are quarantined.

Filing the COVID-19 POA can be used in the event that NYSNA wants to pursue legal action for failing to ensure the nurses could take the rest and meal breaks to which they are entitled under state law.

And filing the COVID-19 POA can bolster our demands in Washington D.C. that healthcare is a fundamental basic human right, along with socio-economic rights, such as the right of everyone to enjoy the highest attainable standard of physical and mental health.

### ***Was Your Hospital Prepared Then, and Is Your Hospital Prepared Now?***

Based on lessons learned from Hurricane Sandy and the Ebola crisis, New York hospitals are required to develop an emergency preparedness plan, update their disaster plan annually, and conduct more emergency preparedness drills.

### ***Protesting Your Assignment Provides NYSNA with a Record that Captures Your Current Working Conditions.***

Hospitals should be prepared in such a way that they can effectively manage all kinds of high-pressure crisis situations efficiently, effectively, and safely. But a survey recently conducted by NYSNA indicates that a majority of our nurses do not feel confident in their employer's ability to keep up with standards in infection control practices.

NYSNA Nurses are gathering data in support of their right to protect themselves and their patients from harm. The COVID-19 POA can help us in our demands to our state and federal legislators that our hospitals be fully resourced and prepared to effectively meet our patient's needs during a pandemic. The COVID-19 POA should be filed to:

- Document that your hospital is not sufficiently prepared to provide proper infection control supplies needed to minimize the spread of the virus;
- Document that your hospital is not sufficiently staffed to meet the nursing needs of your patient population.
- Document the unsafe conditions that are present on our units and in our hospitals in all NYS regions when we make our demands to our legislators during our April 21 lobby day.

If you have any questions on how to file the COVID-19 POA, contact NYSNA at [healthandsafety.org](http://healthandsafety.org)

**Disaster readiness is the ability to effectively maintain hospital operations, sustain a medically safe environment, and adequately address the increased and potentially unusual medical needs of the affected population.**