

## REOPENING STANDARDS *for* NEW YORK HOSPITALS

To ensure the safety of both staff and patients, every healthcare facility in New York must take the following safety measures before reopening elective procedures. These detailed standards were developed from NYSNA's broader reopening plan *How to Move New York Forward*, available online: [bit.ly/reopenwithcare](https://bit.ly/reopenwithcare).



### UNION RIGHTS AND CONTRACTS

- Nurses will be immediately taken off the schedule if they are confirmed COVID-positive or displaying symptoms. **Nurses will be provided the full 14 days of statutory COVID-19 sick leave**, as needed, without pressure to return to work unless they are medically cleared by their doctor. Additional sick time off will be granted as medically necessary.
- All future **vacation and time off requests will be granted**. All canceled vacations and time off requests will be rescheduled and honored by the employer. Any nurse at risk of losing vacation days or PTO because of annual accrual limits will be allowed to retain all accrued time.
- **Staffing must be restored to pre-COVID levels** and all contractually mandated staffing ratios must be implemented prior to reopening elective procedures.
- The hospital **must adhere to contract provisions around floating**, with all restrictions and training requirements reinstated.