

**BOARD OF COUNTY COMMISSIONERS
COUNTY OF HUDSON**

RESOLUTION

No. 265-4-2024

On Motion of County Commissioner O'Dea
Seconded by County Commissioner Romano

**EXPRESSING SUPPORT FOR HEALTHCARE WORKERS
TO ESTABLISH MINIMUM STAFF TO PATIENT STAFFING STANDARDS**

WHEREAS, there are approximately 146,840 licensed nurses in New Jersey, and only 78,340 are employed; and

WHEREAS, a 2022 survey of New Jersey nurses, found that nearly a third of nurses have left the bedside (hospital) in the past three years. Of those remaining in hospitals, 72 percent are considering leaving and an alarming 95% of those with 0-5 years experience say they want to leave; and

WHEREAS, the number one reason nurses are leaving hospitals is poor staffing and the number two reason is burnout and stress; and

WHEREAS, under-staffing at hospitals and other healthcare facilities has been an issue for decades and has lead to a serve crisis of retention of staff in our hospitals; and

WHEREAS, hospital nurse staffing ratios mandated in California twenty years ago are associated with better retention of nurses and lower turnover costs for hospitals; and

WHEREAS, hospital nursing staffing ratios mandated in California are also associated with better patient outcomes, lower patient mortality, higher reimbursement rates for hospitals; and

WHEREAS, a one-patient increase in a nurse's workload increased that likelihood of an in-patient death within 30 days of admission by 7 percent; and

WHEREAS, mortality risk decreases by 9 percent for ICU patients and 16 percent for surgery patients with increase of one FTE (full-time) RN per patient a day; and

WHEREAS, nurse staffing shortages are a factor in one out of every four unexpected hospital deaths or injuries caused by errors; and

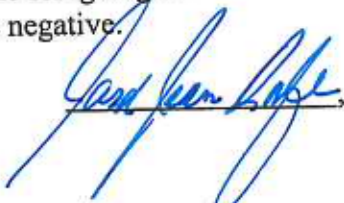
WHEREAS, healthcare workers are already five times more likely to experience violence than other workers according to the United States Bureau of Labor Statistics, and violence increases with lower staffing levels.

NOW, THEREFORE, BE IT RESOLVED by the Hudson County Board of County Commissioners as follows:

- The Board hereby supports healthcare workers attempting to resolve these matters through establishing safe staffing standards in collective bargaining agreements, and fully supports the proposed legislation and hereby urges the New Jersey Legislature to pass Assembly Bill No. 3683 and Senate No. 2700; and
- That a copy of this resolution be forwarded to the following: Office of the Governor of the State of New Jersey, the State Legislators representing Districts 31, 32 and 33, the speaker of the New Jersey General Assembly, President of the New Jersey State Senate, the Senate Health, Human Services and Senior Citizens Committee, the Assembly Health Committee and the Commissioner of the New Jersey Department of Health.

Commissioner	Aye	Nay	Abst.	N.P.	Commissioner	Aye	Nay	Abst.	N.P.
Aponte-Lipski	✓				O'Dea	✓			
Baselice	✓				Rodriguez	✓			
Cedeño				✓	Walker	✓			
Cifelli	✓				Chairperson Romano	✓			
Kopacz	✓								

It is hereby certified that at a regular meeting of the Board of County Commissioners of the County of Hudson held on the 25 day of April A.D. 2024, the foregoing resolution was adopted with 8 members voting in the affirmative and 0 in the negative.

 Clerk