



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-SECOND LEGISLATURE, 2023**

ON THE FOLLOWING MEASURE:

S.B. NO. 1580, RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES.

BEFORE THE:

SENATE COMMITTEES ON HEALTH AND HUMAN SERVICES AND ON
LABOR AND TECHNOLOGY

DATE: Monday, February 13, 2023 **TIME:** 3:10 p.m.

LOCATION: State Capitol, Room 224

TESTIFIER(S): Anne E. Lopez, Attorney General, or
James E. Halvorson, Deputy Attorney General

Chairs San Buenaventura and Moriwaki and Members of the Committees:

The Department of the Attorney General (Department) provides the following comments on this bill.

The purposes of this bill are to: (1) establish minimum staffing standards for hospitals, care homes, and dialysis facilities, (2) require hospitals to create hospital staffing committees, (3) establish certain meal break, rest break, and overtime standards applicable to health care personnel, and (4) appropriate moneys to the Department of Labor and Industrial Relations to enforce these requirements.

The Department has the following concerns about this bill.

The State of Hawaii has Collective Bargaining Agreements (CBAs) with virtually all employees in State-run hospitals of the Hawaii Health Systems Corporation and the Hawaii State Hospital. Those CBAs cover working conditions and establish various committees, involving employees and management, which deal with a range of employment issues. This bill would intrude upon that system which has been successfully in place for over forty years. The State will either be dealing with duplicative provisions concerning working conditions or will have to renegotiate with the respective unions to bring the CBAs into conformance with the working conditions outlined in the bill. In addition, the complaint and enforcement provisions in the bill are inconsistent with the grievance procedures set forth in the existing CBAs. The decision

of the arbitration panel for the grievance process under section 89-11, Hawaii Revised Statutes, is final and binding while the complaint process proposed in the bill appears to be subject to judicial review. For the foregoing reasons, the Department recommends excluding the State from coverage in the bill. This may be achieved by adding a new section to part I of the proposed chapter on page 6, line 8, as follows:

§ -3 Exclusions. This chapter shall not apply to any health care facility owned or operated by the State.

Thank you for the opportunity to testify.



Daniel Ross, RN
President

Gary Nuber
Director of Field Services

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The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committees on Health and Human Services and Labor & Technology

Testimony by
Hawaii Nurses Association
February 13, 2023

Healthcare facilities in Hawai'i face a severe staffing crisis that seriously impacts the quality of health care for Hawaii residents. In years past, employers have cut staffing to save money. It is cheaper to pay overtime than to hire more employees. While effective for cost savings, it places an unfair burden on nurses and other healthcare workers and can cause burnout, exhaustion, stress and errors in care.

The Hawai'i Center for Nursing says in its 2021 Hawaii Nursing Workforce Report, " A question that we are commonly asked when we present data about nurses' well-being is "how many nurses are at risk for burning out in Hawai'i right now?" The answer is that **they all are**. Every nurse on every shift of every day can have the last negative experience they can manage. If nurses lack resources and a workplace culture that encourages them to seek help when they need it, burnout will be an ongoing contributor to the nursing shortage."

The Health Care Association of Hawaii estimates indicate that Hawai'i needs close to 700 more health professionals (e.g., nurses, respiratory therapists, certified nurse aides, and others) than are available in the existing workforce. This shortage of healthcare workers in Hawai'i is caused partly by staffing levels that often require nurses to work overtime and into exhaustion caring for an unrealistic number of patients. Nurses and other healthcare professionals working overtime, exhausted and stressed, is a stopgap that cannot go on forever.

Aside from improving working conditions as a recruitment and retention measure, S.B. 1580 will increase patient safety and positive outcomes for Hawaii residents in need of healthcare. Multiple studies have shown a direct correlation between mortality rates and the number of patients assigned to a nurse. A worker required to do 16-hour shifts will not be capable of performing at their best or safest. Yet we have employers in Hawaii who mandate 20-hour shifts and multiple, sometimes back-to-back 16-hour shifts in a work week. These are workers whose errors could cause severe harm or death to patients. The bottom line is that this bill will help ensure that every Hawaii resident gets high-quality, safe healthcare and provide much-needed relief to our nurses and other healthcare workers.

The Hawaii Nurses Association -OPEIU Local 50 is affiliated with the AFL-CIO and was founded in 1917 and represents 4,000 nurses in the State of Hawai'i. We are grateful to testify in **STRONG SUPPORT** of S.B. 1580.

Thank you for your conseration, and we urge you to vote in support of S. B. 1580.

Respectfully,

A handwritten signature in black ink, appearing to read "Daniel Ross", with a stylized flourish at the end.

Daniel Ross
President



Randy Perreira, President

HAWAII STATE AFL-CIO
Hawaii's Labor Unions

888 Mililani Street Suite 501, Honolulu, Hawaii'i 96813

The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committees on Health and Human Services and
Labor and Technology

Testimony by
Hawai'i State AFL-CIO
February 13, 2023

S.B. 1580 – RELATING TO LABOR
STANDARDS AT HEALTH CARE
FACILITIES

The Hawai'i State AFL-CIO is a state federation of 74 affiliate local unions and councils with over 68,000 members across both public and private sectors. We appreciate the opportunity to testify in **support** of S.B. 1580.

We acknowledge Hawai'i's health care heroes who bore the brunt of caring for our community during the pandemic.

Increasing public awareness of chronic under-staffing practices enables the public to make informed decisions about receiving care at sufficiently staffed health care facilities. Sufficient staffing directly correlates to safe workplaces, worker wellbeing, and the delivery of quality patient care.

We appreciate your consideration of our testimony in **support** of S.B. 1580.

Respectfully,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira
President

SB-1580

Submitted on: 2/10/2023 9:02:08 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Support	Remotely Via Zoom

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai‘i; Hawai‘i’s oldest and largest policy and political LGBTQIA+ focused organization fully supports SB 1580.

We hope you all will support this important piece of legislation.

Mahalo nui loa,

Michael Golojuch, Jr.
Chair and SCC Representative
Stonewall Caucus for the DPH

SB-1580

Submitted on: 2/9/2023 5:12:52 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Theresa H Yee	Testifying for Hawaii Nurses Association	Support	Written Testimony Only

Comments:

Thank you for supporting health-care workers in Hawaii. I am in support of SB1580, I believe this bill is beneficial not only for health-care workers in Hawaii, but safer for patients as well. This bill will also set precedence for other states to follow as well. Unfortunately, our patient population seem to be sicker and need more care in the hospital setting even at a younger age. It has become very difficult to give the safe quality care patients deserve due to the acuity of the patients and time constraints from the nurse to patient ratio. Patient safety needs to be a priority. Thank you for your time to listen to this bill and my testimony.

SB-1580

Submitted on: 2/10/2023 10:12:53 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Pride at Work - Hawaii	Testifying for Pride @ Work - Hawaii	Support	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of Pride At Work which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. P@W-HI fully supports SB 1580.

We ask that you support this needed piece of legislation.

Mahalo,

Pride at Work – Hawai‘i

TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR &
TECHNOLOGY AND THE COMMITTEE ON HEALTH & HUMAN SERVICES

RE: SB 1580 - LABOR STANDARDS AT HEALTH CARE FACILITIES.

MONDAY, FEBRUARY 13, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Moriwaki, Chair San Buenaventura, and Members of the Committees:

The Democratic Party of Hawaii Labor Caucus **strongly supports SB 1580**, relating to labor standards at health care facilities.

This bill would help Hawai'i's nurses as it will:

1. Limit the number of hours nurses can be forced to work (consecutive or cumulative). Due to current scheduling practices, many hospital Registered Nurses already work 12-hour-shifts, so when management forces them to stay longer it can push them into a shift of 16, 18 or even 20 hours straight.
2. Require a rest period between shifts, so that nurse that has been working a 12-hour shift will time to go home and rest so they can be prepared to save lives when they return to work.
3. Provide nurses that are not represented by a union with these life-saving safe-guards.

Nurses are the backbone to Hawaii's health-care system and they not only need but deserve the protections that SB 1580 will provide.

Please support this bill.

SB-1580

Submitted on: 2/11/2023 5:15:09 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 strongly supports SB1580. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member

SB-1580

Submitted on: 2/11/2023 5:22:45 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Caroline J Olson	Testifying for Queens medical center west oahu	Support	Written Testimony Only

Comments:

I support this bill as a front line registered nurse working on a telemetry unit. Staffing ratio of one RN to no more than four patients is reasonable and safe while also giving consideration to additional factors that may impact patient care negatively. Increasing the ratio to five or more patients to one RN is very dangerous and creates an unsafe environment for both patients and staff. I testify more than four patients per nurse AT ANY TIME (specifically my unit will ratio at five patients to one nurse between 2300 - 0700) is UNACCEPTABLE AND DANGEROUS! This ratio should also be subject to patient acuity as determined by the primary registered nurse assigned to that specific patient, NOT by charge nurse or managers that are not providing DIRECT CARE to that patient. Ratio should reflect patient load, acuity, special precautions such as airborne, droplet, contact precautions that add additional time for properly donning and doffing of PPE, as well as patient location on the unit as additional time may be required due to proximity of nursing stations and medications and/or supplies needed to render appropriate and safe care to the assigned patients. Additionally extra time needed to care for confused, high fall risk, incontinent, and/or patients requiring medical restraints. Patients requiring critical drips such as insulin, cardiac medications, heparin also need enhanced monitoring and time due to critical nature of these such medications that have a potential to cause grave patient harm up to and including death if not managed appropriately and carefully.

SB-1580

Submitted on: 2/11/2023 6:00:03 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Laura Coleon	Testifying for HNA	Support	Written Testimony Only

Comments:

Support SB 1580

SB-1580

Submitted on: 2/11/2023 8:14:58 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
David.57.velasco@gmail.com	Testifying for Hawaii Nurses Association	Support	Written Testimony Only

Comments:

As a registered nurse in the community, I support the Bill. Please pass the Bill for healthcare workers support.

SB-1580

Submitted on: 2/11/2023 9:08:49 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Hanane Fatry	Testifying for HNA	Support	Written Testimony Only

Comments:

An increasing body of evidence shows appropriate nurse staffing contributes to improved patient outcomes and greater satisfaction for both patients and staff.

Safe nurse staffing is essential to both the nursing profession and to the overall health care system. Staffing affects the ability of all nurses to deliver safe, quality care in all practice settings. By eliminating unsafe nurse staffing practices and policies, we can provide better health care for all.

IATSE LOCAL 665

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OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC

Thirty-Second Legislature, State of Hawai'i
Senate Committee on Labor and Technology
Senate Committee on Health and Human Services

Testimony by IATSE 665
February 11, 2023

S.B. 1580 - LABOR STANDARDS AT HEALTH CARE FACILITIES

Aloha Chair Moriwaki, Chair San Buenaventura, and Members of the Committees,

My name is Tuia'ana Scanlan, president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. **Local 665 strongly supports SB 1580**, relating to labor standards at health care facilities.

This bill would help Hawai'i's nurses as it will:

1. Limit the number of hours nurses can be forced to work (consecutive or cumulative). Due to current scheduling practices, many hospital Registered Nurses already work 12-hour-shifts, so when management forces them to stay longer it can push them into a shift of 16, 18 or even 20 hours straight.
2. Require a rest period between shifts, so that a nurse that has been working a 12-hour shift will have time to go home and rest so they can be prepared to save lives when they return to work.
3. Provide nurses that are not represented by a union with these life saving safe-guards.

Nurses are the backbone to Hawaii's health-care system and they not only need but deserve the protections that SB 1580 will provide. We implore your committees to support this bill.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Tuia'ana Scanlan'. The signature is fluid and cursive, with the first name 'Tuia'ana' written in a larger, more prominent script than the last name 'Scanlan'.

Tuia'ana Scanlan
President, IATSE 665
he/him/his

SB-1580

Submitted on: 2/12/2023 1:17:49 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Christina Kim	Testifying for HNA	Support	Written Testimony Only

Comments:

Thank you for supporting Healthcare workers in Hawaii. I support HB 1378. Unfortunately, under our current healthcare system, a higher patient to nurse ratio is financially incentivized. However, nurses that have been over worked and short staffed prior to Covid are in a situation worse than before the pandemic. Patients are getting sicker relying on a higher level of care, but with the same patient to nurse ratio. We can no longer rely on management to provide care for its caregivers, so we seek asylum in legislation. We need legislation to ensure Hawaii residents will receive safe care in local healthcare facilities. But also, we cannot take care of people if we cannot take care of ourselves. I have had a patient assignment where I did not eat, drink, use the bathroom for 8 hours. How is a job like that sustainable? I do love nursing, but if the work conditions don't change how can we continue? How can we propagate a new generation of nurses? Who will care for our family? We know we need more doctors in Hawaii, let's also ensure that nurses stay in Hawaii.

SB-1580

Submitted on: 2/12/2023 12:31:42 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Carol Ragasa Beadle	Testifying for HNA	Support	Written Testimony Only

Comments:

As a previous med surg Nurse, it is imparative that bedside Nurses work at a controlled Nurse to Patient ratio of 4:1, receive routine breaks, & not be subjected to mandatory overtime after working a 8 or 12 shifts. This will allow Nurses to give the best and safest care to his or her patients. As well as significantly decrease Nurse burn out, sick calls, medication errors, & dissatisfied patients & families.

SB-1580

Submitted on: 2/12/2023 12:23:47 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jody Mae Dajay	Testifying for HNA	Support	Written Testimony Only

Comments:

I support this! To ensure safe and efficient care for our people of Hawaii.

SB-1580

Submitted on: 2/12/2023 11:42:54 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Shanti Nemethy	Testifying for Wilcox Medical Center	Support	Written Testimony Only

Comments:

This is important for staff safety AND patient safety.

SB-1580

Submitted on: 2/12/2023 11:40:36 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Chad Vasallo	Testifying for Wilcox Medical Center	Support	Written Testimony Only

Comments:

1. I want to thank the Legislature for supporting Healthcare workers in Hawaii.
2. I am a registered nurse here in Hawaii on the island of Kauai and am supporting SB 1580.
3. This legislation is needed to ensure Hawaii residents will receive safe care in local healthcare facilities
4. I want to share my personal experiences on why this bill is so important. I worked in the emergency room for 10 years and there were many times when I felt unsafe due to patient nurse ratios. There were many times when we would "hold" med surg patients and sometimes ICU patients in the department due to no bed availability in the hospital due to not having staff to take patients upstairs. In addition to those patients, we were also required to take our 3 additional ER patients! I left emergency room in January 2022 and am now in the PACU. The current issue now is not so much staffing in the department, but when we are on call for post op, we are being called in to take care of patients that are supposed to be admitted to the hospital, but have no bed assignments due to staffing. We are getting called back in after working our already scheduled 8 or 10 hour shift and then being required to stay and take care of these patients for an additional 8 hours (10pm-6am) on the weekdays and an additional 24 hours(6am-6pm) on the weekends until the patient gets a bed or is discharged. This personally has forced me to work 2 16hour shifts in a week and then being forced to lose my 2 scheduled 10 hour shifts on the days after working these shifts. Thank goodness there has not been any central events. But I fear its only a matter of time.
5. This legislation can make healthcare safer in Hawaii by limiting the continuous number of hours a nurse is safely able to work. There are many studies out that show lack of sleep is comparable to being intoxicated. No one would want their loved ones or themselves to be cared for by somebody under the influence! Also mandatory rest periods should be a no brainer!

Thank you,

Chad Vasallo

SB-1580

Submitted on: 2/12/2023 10:50:31 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Amy Harrington	Testifying for Harrington Law PC	Support	Written Testimony Only

Comments:

As an elder law firm we see the direct impacts of the quality of care on seniors every day. Short staffing and exhausted employees are hurting seniors and lead to terrible outcomes for the patient and employee. In emergency situations workers who don't have the support they need often injure themselves. If they opt not to perform emergency measures because they don't have the appropriate amount of support the patient may die. An example of this is when a patient needs to be immediately gotten out of bed. This may require a two person assist. If a second person isn't available the lone staffer can attempt the lift alone and potentially injure their back. If they don't attempt the lift because it's unsafe the patient may die. Appropriate staffing and rest time are a safety concern that the legislature has the ability and obligation to address.

SB-1580

Submitted on: 2/12/2023 10:38:52 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Marietta Carmichael	Testifying for Hawaii Nurses Association	Support	Written Testimony Only

Comments:

I am in full support of this bill for the safety of our patients and staff.

SB-1580

Submitted on: 2/12/2023 9:36:25 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Michele Ferguson	Testifying for HNA	Support	Written Testimony Only

Comments:

I support bill SB1580 for the safety of Hawaii's patients



Forcing nurses to work unlimited hours: A public safety issue that Hawaii must address

Forcing registered nurses, and respiratory therapist to work overtime should be the exception, not the rule.

Unfortunately, forced (mandatory) overtime has become standard practice in many Hawaii hospitals. Patients are at risk when nurses and respiratory therapist must continue working despite being fatigued or sleep-deprived. Lack of sleep causes mistakes, impaired motor skills, slowed reaction time and reduced cognitive function.

No one should be cared for by a nurse or a respiratory therapist who is so exhausted that he or she has trouble calculating medication doses, inserting an IV, or responding quickly to a cardiac arrest. Everyone deserves to be taken care of by a registered nurse or respiratory therapist who is working to his or her full ability.

The problem in Hawaii:

- There is no law limiting the number of hours nurses or respiratory therapist can be forced to work (consecutive or cumulative).
- Many Nurses and Respiratory Therapist already work 12-hour-shifts, so forcing them to stay longer can push them into a shift of 16, 18 or even 20 hours straight.
- There is no law requiring a rest period between shifts; e.g., a nurse/respiratory therapist who has worked 16 hours straight can be forced to come back and work another 12- to 16-hour shift after only a few hours off (and therefore little to no sleep).
- For most nurses/respiratory therapists, their only option when ordered to work unscheduled overtime are to (1) quit, (2), be disciplined, fired, or threatened with loss of their license or (3) work the hours despite being exhausted or sleep-deprived, knowing it could put their patients and themselves at risk.



Safe nurse-to-patient ratios are vitally important for all of us!

Unsafe staffing affects both you and your loved ones during hospitalization.

1. Cost to replace a single nurse burned out by overwork from under-staffing was in excess of \$80,000/nurse in 2012 (Twibell & St. Pierre, 2012).
2. The difference between 4:1 and 8:1 patient-to-nurse staffing ratios is approximately 1,000 patient deaths (Aiken, Clarke, Sloan et al., 2002).
3. Patients on understaffed nursing units have a 6% higher mortality rate (Needleman et al., 2011). This risk is higher within the first 5 days of admission (Needleman et al).
4. An increase of one RN FTE per 1000 patient days has been associated with a statistically significant 4.3% reduction in patient mortality (Harless & Mark, 2010).
5. Adding one patient to a nurse's workload increases the odds for readmission for heart attack by 9%, for heart failure by 7%, and for pneumonia by 6% (McHugh, 2013).
6. Lower patient-to-nurse staffing ratios have been significantly associated with lower rates of:
 1. Hospital mortality;
 2. Failure to rescue;
 3. Cardiac arrest;
 4. Hospital-acquired pneumonia
 5. Respiratory failure;
 6. Patient falls (with and without injury); and
 7. Pressure ulcers (Aiken, Sloane, et al., 2011; Cho et al., 2015; Kane et al., 2007; Needleman, Buerhaus, Stewart, Zelevinsky & Mattke, 2006; Rafferty et al., 2007; Stalpers et al., 2015)
7. Higher numbers of patients per nurse was strongly associated with administration of the wrong medication or dose, pressure ulcers, and patient falls with injury (Cho, Chin, Kim, & Hong, 2016).
8. Rising patient volumes, higher patient acuity, and reduced resources lead to nurse burnout and fatigue, resulting in first year nurse turnover rates of approximately 30% and second year rates up to 57% (Twibell & St. Pierre, 2012).

Based on the estimated replacement costs cited in #1, if a hospital hired 100 nurses in a 12-month period and 30% of them quit, replacing those nurses would cost the facility \$2,400,000!

SB-1580

Submitted on: 2/12/2023 10:39:21 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sherill Kearns	Testifying for Hawaii Nurses Association	Support	Written Testimony Only

Comments:

Thank you for supporting Hawaii's healthcare consumers and Hawaii's healthcare workers.

This bill will protect patients from over-worked healthcare workers. Healthcare institutions have an obligation to patients to assemble a team of providers that is adequate to meet their needs.

When institutions are poorly staffed, the team members experience moral and ethical distress, they have an increase in errors, and progress to burn-out. This undermines the quality of healthcare.

Institutions here in Hawaii have resorted to unethical practices, including under-staffing and mandatory overtime, instead of making healthcare jobs more attractive.

This bill is a critical tool to break the vicious cycle of poor working conditions, healthcare worker burn-out, and the exodus of healthcare workers out of the healthcare field and out of Hawaii.

Bills similar to this have been effective in other states.

Please vote yes for SB1580.



Monday, February 13, 2023 at 3:10 PM
Room 224 & Via Video Conference

Senate Committee on Health and Human Services

To: Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Senate Committee on Labor and Technology

To: Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair

From: Joan Kanemori
Vice President of Patient Services & Chief Nurse Executive

**Re: Comments on SB 1580
Relating To Labor Standards At Health Care Facilities**

My name is Joan Kanemori, and I am the Vice President of Patient Services & Chief Nurse Executive at Kapi'olani Medical Center for Women & Children (Kapi'olani). Kapi'olani is an affiliate of Hawaii Pacific Health. Kapi'olani is the state's only maternity, newborn and pediatric specialty hospital. It is also a tertiary care, medical teaching and research facility. Specialty services for patients throughout Hawai'i and the Pacific Region include intensive care for infants and children, 24-hour emergency pediatric care, air transport, maternal-fetal medicine and high-risk perinatal care.

I write to provide COMMENTS on SB 1580 which establishes minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities. The measure also requires hospitals to create hospital staffing committees and staffing plans, establishes meal break, rest break, and overtime provisions applicable to hospitals, care homes and dialysis facilities. The Department of Health (DOH) is required to investigate complaints and impose penalties of up to \$5,000 per day.

Kapi'olani appreciates the intent of SB 1580, however, we have guidelines in place for deciding how many patients a nurse can care for at a time. Strict adherence to the staffing ratios outlined in the bill could lead to longer wait times for patients to get the care they need in the emergency department and less flexibility for other departments in the hospital. Kapi'olani does not turn patients away for high risk neonates, pediatrics and maternal patients. This bill could force delay of care for other patients if ratios are not met. Additionally, an influx of patients, caused by anything ranging from a flu outbreak or

car accident resulting in multiple victims, could mean there will be insufficient nurses on hand to meet the ratios. Statutorily mandating ratios and breaks is not feasible given the unpredictable nature of health care. Imposing such requirements would tie the hospital's hands as it would not be able to ramp up or down its staffing levels based on patient status. This in turn leads to a waste of hospital resources and raises costs. Regardless of mandatorily setting break times, patients would continue to need care and assistance for things such as taking medication and monitoring life support equipment.

Hospitals are already burdened with a health care staffing shortage. There are approximately 1,000 unfilled nurse positions statewide. The implication of this measure is that hospitals are currently understaffed and will not be in a position to comply with the ratio requirements. Complaints may be filed and hospitals may be penalized for preexisting workforce conditions over which they have no control.

Additionally, meal breaks, rest breaks, overtime and other matters are largely dependent on collective bargaining agreements. The bill could have the effect of undermining those negotiations.

Thank you for the opportunity to testify.



**Written Testimony Presented Before the Senate
Committee on Labor and Technology
and
Committee on Health and Human Services
Monday, February 13, 2023 at 3:10 P.M.
Conference Room 224 and via Videoconference
by
Laura Reichhardt, APRN, AGPCNP-BC
Director, Hawai'i State Center for Nursing
University of Hawai'i at Mānoa**

Comments on S.B. 1580

Chairs Moriwaki and San Buenaventura, Vice Chairs Lee and Aquino, members of the Senate Committee on Labor and Technology, and members of the Senate Committee on Health and Human Services, thank you for the opportunity to testify on S.B. 1580 with comments of concern. This measure aims to establish nursing and nurse aide to patient ratios in a variety of healthcare settings in this state.

The Hawai'i State Center for Nursing (HSCN) convenes a group, *The Hawai'i Chief Nursing Officer (CNO) Collective*, with representation of 51 nursing leaders from 37 organizations. Two priorities in nursing workforce development are to support the wellbeing of the workforce and to ensure that nursing care produces positive patient outcomes. This group established a working subcommittee on Wellness as a Factor of Recruitment and Retention that has expanded to include academia and nursing union representation as well. As a result of this work and priority of the *CNO Collective*, the Hawai'i State Center for Nursing's Advisory Board established Wellness as a Factor of Recruitment and Retention as a primary strategic focus for HSCN.

Recognizing this great priority, HSCN is leading this statewide conversation to identify the evidence related to this focus area as well as identify solutions to achieve improved nursing wellness outcomes. Though safe staffing levels have been linked to both patient outcomes and nursing wellbeing, the available research does **not** support the legislation of nursing staffing rules or minimum nurse-to-patient ratios.

Research on California's law establishing minimum nurse staffing regulations found that only two out of six measured patient outcomes improved after the implementation mandated staffing increases.¹ A study of 665 hospitals in four states found that increasing nursing staff on a shift did not materially improve patient outcomes in facilities with average or poor working environments.² In Oregon, a minimum staffing law has been so challenging and costly to implement that many facilities have been unable to fully comply. As a result, it is difficult to determine the extent to which the law has impacted patient outcomes.³

¹ Spetz J, Harless DW, Herrera CN, Mark BA. Using Minimum Nurse Staffing Regulations to Measure the Relationship Between Nursing and Hospital Quality of Care. *Med Care Res Rev.* 2013;70(4):380-399. doi:10.1177/1077558713475715

² Aiken LH, Cimmiotti JP, Sloane DM, Smith HL. Effects of Nurse Staffing and Nurse Education on Patient Deaths in Hospitals With Different Nurse Work Environments. *Med Care.* 2012;42(10).

³ Bates T, Spetz J, Bitton J, Allgeyer R. *The Future of Oregon's Nursing Workforce: Analysis and Recommendations.* Phillip R. Lee Institute for Health Policy Studies, Oregon Center for Nursing, University of California San Francisco; 2022. Accessed January 11, 2023. <https://oregoncenterfornursing.org/wp-content/uploads/2022/11/Future-of-Oregon-Nursing-Workforce-Analysis-and-Recommendations.pdf>

The mission of the Hawai'i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development, promotes a diverse workforce, and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

Insufficient nursing staffing has also been implicated as undermining nursing wellbeing and retention. An abundance of scholarly work has found that when nurses are responsible for more work than they can handle, they are more likely to experience burnout, job dissatisfaction, poor physical and mental health, and a low intention to remain in their current position. While improving staffing can reduce nurses' workload and work-related stress, staffing is only one component in a comprehensive strategy to create healthy workplaces that support nursing wellbeing.^{4 54,5}

The Hawai'i State Center for Nursing is committed to finding strategies and solutions in our state on nursing wellbeing. Our Wellbeing workgroup is undergoing review of the National Nurse Staffing Think Tank⁶ to determine which strategies may be applied in Hawai'i. However, based on the available research, we do not recommend that nursing staffing minimums be codified into state law because doing so:

- would deny healthcare facilities to fluidly adapt to the emergence of new evidence and standards of practice related to safe staffing strategies, and
- overemphasizes the role of staffing as part of a comprehensive strategy designed to simultaneously improve patient outcomes and nursing wellbeing.

In addition, strong workforce development efforts are underway which will greatly improve the workforce by creating additional education and training opportunities. These efforts include legislative initiatives S.B.63 S.D.1 Relating to Nurses which will significantly improve the timeliness of recruitment and licensure for nurses from out-of-state by innovating the temporary license process, and the UH Health Workforce Initiative in the executive budget request. This initiative includes funding to expand the nursing program enrollment on all UH campuses with a current nursing program.

Thank you for the opportunity to testify stating concerns on this measure as well as recognizing the additional strong current initiatives in the Legislature. Your advocacy on behalf of nurses wellbeing and patient outcomes is greatly appreciated.

⁴ American Association of Critical-Care Nurses. AACN Standards for Establishing and Sustaining Healthy Work Environments Executive Summary. Published online 2016. Accessed February 10, 2023.

<https://www.aacn.org/~media/aacn-website/nursing-excellence/healthy-work-environment/execsum.pdf?la=en>

⁵ Partners for Nurse Staffing Think Tank. Nurse Staffing Think Tank: Priority Topics and Recommendations. Published online 2022. Accessed July 12, 2022.

<https://www.nursingworld.org/~49940b/globalassets/practiceandpolicy/nurse-staffing/nurse-staffing-think-tank-recommendation.pdf>

⁶ Partners for Nurse Staffing Think Tank. Nurse Staffing Think Tank: Priority Topics and Recommendations. Published online 2022. Accessed July 12, 2022. <https://www.nursingworld.org/~49940b/globalassets/practiceandpolicy/nurse-staffing/nurse-staffing-think-tank-recommendation.pdf>

The mission of the Hawai'i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development, promotes a diverse workforce, and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

Monday, February 13, 2023 at 3:10 PM
Room 224 & Via Video Conference

Senate Committee on Health and Human Services

To: Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Senate Committee on Labor and Technology

To: Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair

From: Andrew Moats
Vice President of Patient Services & Chief Nurse Executive

**Re: Comments on SB 1580
Relating To Labor Standards At Health Care Facilities**

My name is Andrew Moats and I am the Vice President of Patient Services & Chief Nurse Executive at Straub Medical Center (Straub). Straub is an affiliate of Hawaii Pacific Health. Founded in 1921, Straub includes a 159-bed hospital in Honolulu, a network of neighborhood clinics and a visiting specialist program that reaches throughout the state of Hawai'i. With over 200 physicians who are leaders in their fields, Straub provides its patients with diagnoses and treatments for more than 32 different medical specialties, including bone and joint, heart, cancer, endocrinology/diabetes, family medicine, gastroenterology, geriatric medicine, internal medicine, vascular and urology.

I write to provide COMMENTS on SB 1580 which establishes minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities. The measure also requires hospitals to create hospital staffing committees and staffing plans, establishes meal break, rest break, and overtime provisions applicable to hospitals, care homes and dialysis facilities. The Department of Health (DOH) is required to investigate complaints and impose penalties of up to \$5,000 per day.

Straub appreciates the intent of SB 1580, however, we already have protocols and guidelines in place for deciding how many patients a nurse can care for at a time. Strict adherence to the staffing ratios outlined in the bill would lead to longer wait times for patients to get the care they need in the emergency department as well as other departments in the hospital. Hospitals may be forced to turn patients away and close

some units because they don't have enough nurses to meet the ratios. Additionally, an influx of patients, caused by anything ranging from a flu outbreak or car accident resulting in multiple victims, could mean there will be insufficient nurses on hand to meet the ratios. Mandating ratios will further decrease the availability of health care, Straub facilities may have to close beds. Closing entire departments relating to staffing ratios will create a backlog in the acute care hospitals which in turn affects the hospitals ability to provide the much needed care to the community. In these times in particular, when novel and nimble staffing solutions are needed to care for our community, having mandated ratios, regardless of actual staffing needs of a particular unit or facility will lead to overstaffing in some circumstances and understaffing in others.

Hospitals are already burdened with a health care staffing shortage. There are approximately 1,000 unfilled nurse positions statewide. The implication of this measure is that hospitals are currently understaffed and will not be in a position to comply with the ratio requirements. Complaints may be filed and hospitals may be penalized for preexisting workforce conditions over which they have no control.

Additionally, staffing ratios, meal breaks, rest breaks, overtime and other matters are largely dependent on collective bargaining agreements. The elimination of elective or mandatory OT would result in our ability to meet community needs being hampered, and our teams will suffer given the unaffordability of Hawai'i. Many people rely on OT to make ends meet here.

The unintended consequences of this bill will be the increase in costs for our already strapped community and dire fiscal circumstances for health care organizations and providers already struggling post-pandemic.

Thank you for the opportunity to testify.

Monday, February 13, 2023 at 3:10 PM
Room No. 224 & Via Video Conference

Senate Committee on Health and Human Services

To: Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Senate Committee on Labor and Technology

To: Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair

From: Robyn Kalahiki
Vice President of Patient Services & Chief Nurse Executive

**Re: Comments on SB 1580
Relating To Labor Standards At Health Care Facilities**

My name is Robyn Kalahiki, and I am the Vice President of Patient Services and Chief Nurse Executive for Pali Momi Medical Center. With 118 beds and more than 400 physicians on its medical staff, Pali Momi Medical Center offers a full range of services for the communities of Central and West O'ahu. The hospital is an affiliate of Hawai'i Pacific Health, one of the state's largest health care providers and a not-for-profit health care system with over 70 locations statewide including medical centers, clinics, physicians and other caregivers serving Hawai'i and the Pacific Region with high quality, compassionate care.

I write to provide COMMENTS on SB 1580 which establishes minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities. The measure also requires hospitals to create hospital staffing committees and staffing plans, establishes meal break, rest break, and overtime provisions applicable to hospitals, care homes and dialysis facilities. The Department of Health (DOH) is required to investigate complaints and impose penalties of up to \$5,000 per day.

Pali Momi appreciates the intent of SB 1580, however, we already follow national trends and guidelines for appropriate staffing based on a number of factors, including the patients' condition, needs and type of procedure. We are as creative as possible within those guidelines when staffing our units to ensure patients have the attention they need based on how ill they are. Strict adherence to the staffing ratios outlined in the bill would lead to longer wait times for patients to get the care they need in the emergency department as well as other departments in the hospital. Hospitals may be forced to

turn patients away and close some units because they don't have enough nurses to meet the ratios. Additionally, an influx of patients, caused by anything ranging from a flu outbreak or car accident resulting in multiple victims, could mean there will be insufficient nurses on hand to meet the ratios.

Hospitals are already burdened with a health care staffing shortage. There are approximately 1,000 unfilled nurse positions statewide. The implication of this measure is that hospitals are currently understaffed and will not be in a position to comply with the ratio requirements. Complaints may be filed and hospitals may be penalized for preexisting workforce conditions over which they have no control. In these times in particular, when novel and nimble staffing solutions are needed to care for our community, having mandated ratios, regardless of actual staffing needs of a particular unit or facility will lead to overstaffing in some circumstances and understaffing in others.

Additionally, staffing ratios, meal breaks, rest breaks, overtime (OT) and other matters are largely dependent on collective bargaining agreements. OT is not mandated at Pali Momi. 100% of OT is elective. Many of our staff depend on OT, and if not offered here they will leave and go to other facilities where OT is allowed. Given the high cost of living in Hawai'i, OT is an important source of additional income for many families.

The unintended consequences of this bill will be the increase in costs for our already strapped community and dire fiscal circumstances for health care organizations and providers already struggling post-pandemic.

Thank you for the opportunity to testify.

Monday, February 13, 2023 at 3:10 pm
Conference Room 224 & Videoconference

Senate Committee on Health and Human Services

To: Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Senate Committee on Labor and Technology

To: Senator Sharon Moriwaki, Chair
Senator Chris Lee, Vice Chair

From: Amy Thomas, System Chief Nurse Executive

**Re: Comments on SB 1580
Relating To Labor Standards At Health Care Facilities**

My name is Amy Thomas and I am the System Chief Nurse Executive for Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I write to provide comments on SB 1580 which establishes minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities. The measure also requires hospitals to create hospital staffing committees and staffing plans, establishes meal break, rest break, and overtime provisions applicable to hospitals, care homes and dialysis facilities. The Department of Health (DOH) is required to investigate complaints and impose penalties of up to \$5,000 per day.

HPH appreciates the intent of SB 1580, however, we have guidelines in place for deciding how many patients a nurse can care for at a time. Strict adherence to the staffing ratios outlined in the bill would lead to longer wait times for patients to get the care they need in the emergency department as well as other departments in the hospital. Hospitals may be forced to turn patients away and close some units because they don't have enough nurses to meet the ratios. Research from other states demonstrates that mandatory staffing ratios do not improve quality of care, outcomes or safety for patients. Additionally, an influx of patients, caused by anything ranging from a flu outbreak or car accident resulting in multiple victims, could mean there will be insufficient nurses on hand to meet the ratios.

Hospitals are already burdened with a health care staffing shortage. There are approximately 1,000 unfilled nurse positions statewide. The implication of this measure is that hospitals are currently understaffed and will not be in a position to comply with the ratio requirements. Complaints may be filed and hospitals may be penalized for preexisting workforce conditions over which they have no control. In these times in particular, when novel and nimble staffing solutions are needed to care for our community, having mandated ratios, regardless of actual staffing needs of a particular unit or facility will lead to overstaffing in some circumstances and understaffing in others. We are looking toward virtual staffing options, changes in the health care team models, novel evidence based innovative solutions, to name a few examples, as a means of dealing with the problem of shortages in health care professionals. This cannot be done in the face of a law requiring a certain number and type of staff regardless of the circumstances of care and acuity of patients.

Additionally, staffing ratios, meal breaks, rest breaks, overtime (OT) and other matters are largely dependent on collective bargaining agreements. A one-size-fits-all approach would do more harm than good as it removes the needed flexibility to operate, which will negatively impact care. In the past, when we have reviewed OT data, 99% of staff OT was elective. The elimination of elective or mandatory OT would result in our ability to meet community needs being hampered, and our teams will suffer given the unaffordability of Hawai'i. Many people rely on OT to make ends meet here.

The unintended consequences of this bill will be the increase in costs for our already strapped community and dire fiscal circumstances for health care organizations and providers already struggling post-pandemic.

Thank you for the opportunity to testify.

**Testimony Presented Before the
Committee on Labor and Technology**

and

Committee on Health and Human Services

HEARING: Monday, February 13, 2023, 3:10 P.M.

PLACE: Room 224 State Capital and via videoconference

By Hawai'i – American Nurses Association (Hawai'i-ANA)



SB1580 – RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES

Chair Sharon Y. Moriwaki, Vice Chair Chris Lee, members of the Committee on Labor and Technology Committee, and Chair Joy A. San Buenaventura, Vice Chair Henry J.C. Aquino, and members of the Senate Committee on Health & Human Services, thank you for providing this opportunity for Hawaii nurses' voices to be heard.

This testimony is written on behalf of the 15,000 registered nurses who work and live in the State of Hawaii, by the Hawai'i-American Nurses Association (Hawai'i-ANA). Hawai'i-ANA is representing the nurses in the State of Hawaii regarding legislation set forward. We **offer comments and suggestions** based on the evidence at hand, in advocating for nurses and health care workers safe working conditions, and conditions that promote safe patient care.

Hawai'i-ANA therefore requests that if the committees decide not to pass this current bill that nurses' voices will not be lost. It has been said that "If you are going to fight, fight for the real thing: your own autonomy and power." Hawai'i-ANA would urge the committees to consider

our suggestions, based on the following evidence, in formulating strategies to address the root causes herein identified.

Nurses' current working conditions in Hawaii are contributing to the severe workforce shortage we are experiencing. Central to retaining nurses currently in the workforce is addressing the impact of occupational stress and burnout. Nurses increasingly indicate physical and mental health as leading contributors to their desire to leave the workforce.

Workload and lack of control over the staffing necessary to deliver safe patient care is cited as one of the key contributors to stress and burnout at work. The primary drivers have been well-documented and shouldn't surprise anyone. Reasons expressed by RNs include:

- Insufficient staffing
- Below-market compensation
- Not feeling listened to or supported by the organization
- Burnout and the emotional toll of the role
- Demanding nature of the job
- Poor work/life balance
- Workplace safety concerns

Many of these work environment concerns were prevalent before the pandemic, but Covid-19 significantly amplified them to the point where one in four Hawai'i nurses reported in 2021 feeling so stressed out at work, they considered leaving the nursing profession, per the Hawai'i State Center for Nursing. Of nurses who plan to leave the profession, 47% intend to do so because work is negatively affecting their health and well-being (American Nurses Foundation & Joslin Insight, 2021). Of nurses changing work settings in 2021, 28% cite management, higher pay, lower risk to mental health, flexible hours, and lower risk to physical health as the top five reasons (Relias, 2022).

Studies further show that appropriate nurse staffing helps to achieve a reduction in medical errors, readmissions, preventable harm events, and nursing fatigue (ANA, 2015). We cannot as a profession continue to work at levels that contribute to patient harm. It is our contention that front line nurses, charge nurses, and managers need to be authorized to determine and provide safe staffing for patient care.

It is therefore our ask, on behalf of the nurses in the State of Hawaii, that a Governor's Blue Ribbon Committee be convened to address working conditions for nurses in health facilities, including solutions for staffing:

Whereas: Hawaii has a critical shortage of working registered nurses, and
Whereas: Hawaii has a serious shortage of nursing faculty, and
Whereas: Hawaii routinely hires nurses from temporary agencies at great expense, and
Whereas: Staffing patterns are not adequate for emergency periods such as reflected in Covid healthcare needs, and
Whereas: More times than not, Nurses find the work environment too taxing on multiple levels, and
Whereas: Even if more nurses are produced, they are not for the most part staying in their profession of choice, therefore,
Be It Resolved that a Blue Ribbon Panel of stakeholders be formed to address the aforementioned areas of concern via a strategic plan, and report back twenty days before the 2024 Hawaii State Legislative Session.

Hawai'i-ANA acknowledges the complexity inherent in the current healthcare environment. The Hawaii State Center for Nursing (HSCN), established by the Hawai'i State Legislature in 2003, whose mission is to "provide accurate nursing workforce data for planning, ... promotes a diverse workforce and advocates for sound health policy to serve the changing health care needs of the people of Hawaii". It would seem the HSCN would be the best place to start in convening this panel. HSCN is positioned to address the root causes of this crisis prior to offering solutions gathered from throughout this community.

Hawai'i-ANA respectfully requests that the committees work with us to advocate for nurses and health care workers safe working conditions, and conditions that promote safe patient care, in this manner. We thank the committees for its commitment to the people of Hawai'i, in ensuring access to high-quality health care provided by our state's healthcare professionals.

All references provided upon request.

Contact information for Hawai'i – American Nurses Association:

President: Dr. Nancy Atmospera-Walch, DNP, CCHN, FAAN, president@hawaii-ana.org

Executive Director: Dr. Linda Beechinor, APRN, FNP-BC executivedirector@hawaii-ana.org

phone (808) 779-3001 500 Lunalilo Home Road, #27-E, Honolulu HI 96825



February 13, 2023 at 3:10 pm
Conference Room 224

Senate Committee on Health and Human Services

To: Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino

Senate Committee on Labor and Technology

To: Chair Sharon Y. Moriwaki
Vice Chair Chris Lee

From: Hilton Raethel
President and CEO
Healthcare Association of Hawaii

Re: Oppose
SB 1580, Relating to Labor Standards at Health Care Facilities

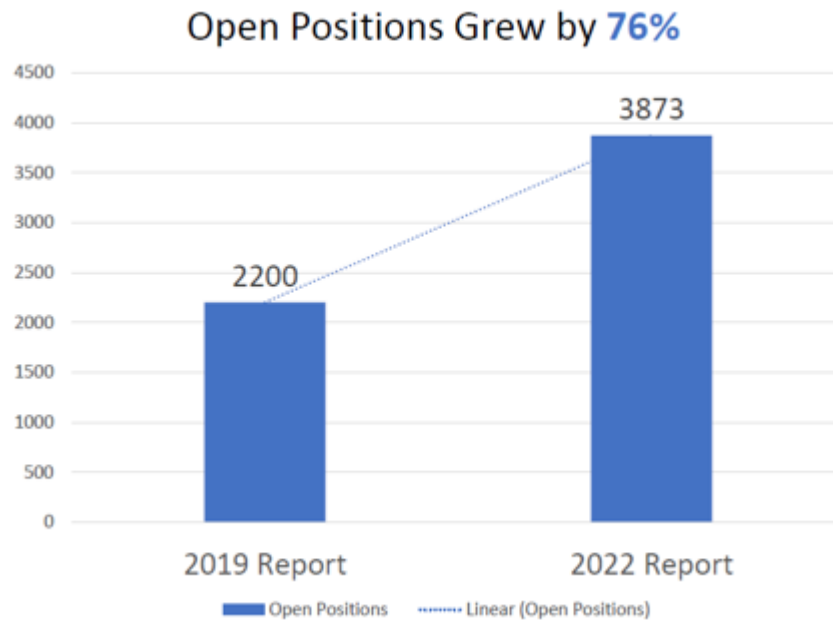
The Healthcare Association of Hawaii (HAH), established in 1939, serves as the leading voice of healthcare on behalf of 170 member organizations who represent almost every aspect of the health care continuum in Hawaii. Members include acute care hospitals, skilled nursing facilities, home health agencies, hospices, assisted living facilities and durable medical equipment suppliers. In addition to providing access to appropriate, affordable, high-quality care to all of Hawaii's residents, our members contribute significantly to Hawaii's economy by employing over 30,000 people statewide.

Every healthcare provider strives to provide the best possible care to all patients. It is a mission-oriented profession that allows people to care for their communities in a hands-on, meaningful way. The pandemic stressed the healthcare system immensely, creating a serious crisis for the workforce. Hawaii hospitals are treating a record number of patients every day. These patients are coming in sicker, and staying longer than they ever have before—not because of COVID, but because as the population ages, the needs for medical care increase.

Unfortunately, the healthcare workforce shortage is most pronounced in our post-acute care settings, where patients can and should be discharged once they no longer require hospital-level care. This means that patients are “waitlisted” for placement in the hospital, taking up critical bed space and exacerbating the record census numbers that acute care facilities are seeing state-wide. The waitlist issue is most pressing for urban Honolulu, Maui, and Hawaii island.

We know that the healthcare workforce shortage is getting worse. In 2019, HAH completed a demand survey for critical non-physician, patient-facing jobs in the healthcare system, which found that there were approximately 2,000 open positions across the industry. When we updated the survey, we found that there were nearly 4,000 open positions—a 76% increase in unfilled positions in just three years.

Figure 1: Increase in open positions in surveyed health professions from 2019 to 2022



Overall the survey found that 17% of all positions remain unfilled—a significant increase from the 10% unfilled rate in 2019. On average, it is taking 6-12 months to fill positions. The greatest needs are for registered nurses (RNs) and certified nurse aides/nurse aides (CNAs/NAs), which are two critical professions needed to staff hospitals, nursing homes, home health agencies, and hospice agencies.

Figure 2: Number of open positions for most critical professions in 2019 compared to 2022

2019 HAH Report Priority Professions	Total		2022 HAH Report Priority Professions	Total
RN specialty	463		RN specialty	999
Certified Nurse Aide/NA	417		Certified Nurse Aide/NA	744
Medical Assistant	106		Medical Assistant	278
Licensed Practical Nurse	144		Licensed Practical Nurse	211
Phlebotomist	124		Phlebotomist	128
Personal Care Assistant	35		Personal Care Assistant	181
Social Worker	60		Social Worker	126
Patient Service Representative	110		Patient Service Representative	111
Radiological Technologist	64		Radiological Technologist	85

*BOLD entry-level can be trained at the high school level

Through the Healthcare Workforce Initiative (HWI), HAH and its members have worked incredibly hard to solve the workforce issue to meet immediate and future needs. We are very grateful for the financial support we've received from local, state, and federal sources to invest in programs that will help to recruit and retain local residents in critical healthcare jobs. Right now, HAH is serving as the healthcare sector lead in the Good Jobs initiative, which is bringing \$30 million into the state to support innovative job training projects. We are also working to expand certificate programs in high school health academies, and provide more glidepaths for workers currently in the field to increase their education, experience, and earnings such as the CNA to LPN program that successfully launched on Maui and Kauai.

Jobs in healthcare can enable individuals and families to make a living wage. However, the cost of living means that every dollar goes less far. This makes it difficult to retain local students who may find it more lucrative to work on the continent and to recruit needed clinicians who are worried about the affordability of living in Hawaii. Below, you can see that while the wages for these healthcare professionals may seem high, when adjusted for cost of living, they actually rank as the lowest in the country in most cases.

Figure 3: Wages for Hawaii healthcare professionals adjusted for cost of living

Profession	2021 Actual		2021 adjusted for COL	
	Mean Pay	Rank by State*	Mean Pay	Rank by State*
Registered Nurses	\$104,830	2	\$56,482	51
Radiologic Technologists and Technicians	\$82,990	2	\$44,714	51
Diagnostic Medical Sonographers	\$101,570	2	\$54,725	51
Nursing Assistants	\$38,650	4	\$20,824	51
Physical Therapist Aides	\$37,600	4	\$20,259	51
Pharmacy Technicians	\$42,300	6	\$22,791	51
Cardiovascular Technologists and Technicians	\$69,940	9	\$37,683	51
Medical Assistants	\$40,530	9	\$21,837	51
Clinical Laboratory Technologists and Technicians	\$61,840	12	\$33,319	51
Surgical Technologists	\$56,080	14	\$30,216	51
Home Health and Personal Care Aides	\$29,030	15	\$15,641	51
Licensed Practical and Licensed Vocational Nurses	\$54,160	16	\$29,181	51
Physical Therapists	\$91,090	18	\$49,079	51
Physician Assistants	\$115,710	22	\$62,344	51
Occupational Therapists	\$85,900	22	\$46,282	51
Physical Therapist Assistants	\$57,560	25	\$31,013	49
Occupational Therapy Assistants	\$60,470	31	\$32,581	50
Average	\$66,485	13	\$35,822	51
* Includes all 50 states and District of Columbia				

Due to the heavily regulated nature of healthcare and the fact that significant revenues come from government sources, it is not possible for providers to simply raise prices to account for the increased costs of labor. In fact, Hawaii providers receive some of the lowest reimbursements from the Medicaid and Medicare programs compared to the rest of the nation. Further, many of these providers have contracts with commercial insurance companies that are in place for many years, and only provide inflation adjustments of 3-4%, when the cost of labor and other goods and supplies has gone up 10-15%.

Figures 4 and 5: Ranking of Hawaii's Medicaid and Medicare spending per enrollee compared to other states and the U.S. average

Medicaid Spending Per Full-Benefit Enrollee, 2019					
National Average: \$7,106					
State	Spending Per Enrollee	State	Spending Per Enrollee	State	Spending Per Enrollee
D.C.	\$10,573	Texas	\$7,675	California	\$6,589
Massachusetts	\$10,147	New Hampshire	\$7,664	Colorado	\$6,575
North Dakota	\$10,063	Mississippi	\$7,573	Kentucky	\$6,553
Minnesota	\$9,936	Indiana	\$7,570	Michigan	\$6,425
Vermont	\$9,712	Idaho	\$7,344	West Virginia	\$6,406
Pennsylvania	\$9,642	Nebraska	\$7,308	Oklahoma	\$6,327
Connecticut	\$8,936	Virginia	\$7,215	New Mexico	\$6,178
Missouri	\$8,775	Ohio	\$7,212	Arizona	\$6,176
New York	\$8,775	South Dakota	\$7,202	Louisiana	\$6,018
Alaska	\$8,625	Utah	\$7,113	Alabama	\$5,922
Delaware	\$8,526	Rhode Island	\$7,038	Washington	\$5,781
Wyoming	\$8,438	Iowa	\$6,903	Florida	\$5,662
Oregon	\$8,408	North Carolina	\$6,853	Hawaii	\$5,563
Maine	\$8,206	Montana	\$6,842	Illinois	\$5,067
Kansas	\$8,104	Arkansas	\$6,765	Georgia	\$5,037
Maryland	\$8,076	New Jersey	\$6,756	South Carolina	\$4,901
Wisconsin	\$7,995	Tennessee	\$6,668	Nevada	\$4,873

Medicare Part A and/or Part B Program Payments Per Traditional Medicare Enrollee, 2020					
National Average: \$10,210					
State	Spending Per Enrollee	State	Spending Per Enrollee	State	Spending Per Enrollee
New York	\$11,624	South Dakota	\$10,088	Arizona	\$9,224
California	\$11,501	Georgia	\$10,086	Iowa	\$8,915
Connecticut	\$11,342	Michigan	\$10,029	Wyoming	\$8,913
Florida	\$11,337	Alabama	\$10,009	Utah	\$8,838
Texas	\$11,290	Indiana	\$9,987	Rhode Island	\$8,825
Louisiana	\$11,284	Missouri	\$9,935	Alaska	\$8,811
New Jersey	\$11,100	Ohio	\$9,877	Virginia	\$8,734
Maryland	\$10,932	Nebraska	\$9,744	Colorado	\$8,676
Mississippi	\$10,809	Pennsylvania	\$9,715	New Hampshire	\$8,470
Oklahoma	\$10,670	Kansas	\$9,670	Maine	\$8,351
Massachusetts	\$10,581	West Virginia	\$9,602	Idaho	\$8,211
D.C.	\$10,439	South Carolina	\$9,562	Vermont	\$8,141
Illinois	\$10,355	North Carolina	\$9,501	Oregon	\$7,996
Minnesota	\$10,287	Tennessee	\$9,455	Washington	\$7,985
Nevada	\$10,274	Kentucky	\$9,427	New Mexico	\$7,932
Delaware	\$10,237	Arkansas	\$9,367	Montana	\$7,904
North Dakota	\$10,223	Wisconsin	\$9,298	Hawaii	\$6,874

Codifying extremely restrictive and prescriptive nurse staffing ratios into law will stress the healthcare system even further, and likely result in more facilities and organizations closing their doors. Because of the pandemic and increased costs, we've already seen one nursing facility (Wahiawa Nursing and Rehabilitation Center) and one home health agency (Oahu Home Health) close. We know that more nursing facilities are on the edge of having to close their doors. Already, most—if not all—nursing homes have reduced the number of beds available to discharge patients into because they simply cannot staff them. Any staffing ratio requirements will, inevitably, cause fewer beds to be available and will likely result in more nursing home closures because the inflexible and overly-prescriptive ratios simply cannot be met considering the lack of staff.

Any requirements for nurse staffing will also require hospitals to bring in additional agency staff from the continent. Hospitals are taking care of 400-500 more patients per day than before the pandemic. This is not driven by COVID, flu, or RSV—and, in fact, the record census numbers initially posted during the delta and omicron surges have been eclipsed multiple times without any surge in COVID activity. Bringing in travelers with FEMA funding cost approximately \$165 million, with the federal government covering only around 75% of the cost and the hospitals covering the rest. In order to meet the demands of this measure, hospitals would have to expend tens of millions of dollars to be in compliance and would inevitably need to rely on travelers because the local staff is simply not there.

Lastly, we would note that enshrining requirements on the practice of medicine into statute can prove problematic, especially as technology and best practices evolve and improve over time. There are several ways to improve patient quality of care and outcomes, and innovation and flexibility in care standards can and should be encouraged. Codifying extremely specific standards into law can hamper those innovations. Further, we would note that issues relating to staffing are generally considered to be a part of contract negotiations rather than a matter for legislation.

We share the legislature's commitment to providing high-quality care to the residents of Hawaii. This measure will exacerbate a historic workforce shortage and burden an already-stressed industry. We ask that you defer this measure and, instead, continue your support on making this state more affordable to live in and bolstering the healthcare workforce.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 13, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

The Honorable Joy A. San Buenaventura, Chair,
The Honorable Henry J.C. Aquino, Vice Chair, and
Members of the Senate Committee on Health and Human Services

Date: Monday, February 13, 2023

Time: 3:10 p.m.

Place: Conference Room 224, State Capitol and Videoconference

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. 1580 RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR opposes** this measure. SB1580 proposes to create a new chapter that would establish minimum staffing standards for hospitals, care homes, and dialysis facilities, and establish meal breaks, rest breaks, and overtime standards. The content of Parts I-III of this measure covers subject matter that is unfamiliar to the DLIR, and the proposal appears to involve either matters pertaining to collective bargaining or private matters between the employer and worker (there is no meal or rest provision in Hawaii law).

The measure outlines the minimum staffing levels for health care facilities and their various units, such as emergency department, intensive care unit, cardiac unit, and labor and delivery, and prohibits averaging the number of patients and personnel. Personnel assigned to patient care units or clinical areas must have sufficient knowledge or have demonstrated competence to provide care in the area that they are assigned. Staffing levels in effect due to collective bargaining agreements or established under a hospital staffing plan are exempt from the requirements.

The measure provides that health care facilities may request a variance to be approved by the Department. The Department must determine whether granting the variance would have a significant harmful effect on the health, safety, and welfare of employees and patients and issue a written decision within 60 days of

receipt of the complaint. Parties may request reconsideration with the Director, who must also establish administrative rules. The Department may also revoke a variance at any time after giving 30 days written notice.

The measure also requires hospitals to establish hospital staffing committees by September 1, 2023, with certain membership. The staffing committee is required to produce an annual staffing plan and have a complaint processing procedure. The Department must review staffing plans, present findings to the health care facilities, and require corrective action plans within 45 days of the presentation of findings. The Department must also post staffing plans, committee charts, and violations on its website.

The measure specifies that health care facilities must provide employees with uninterrupted meal and rests breaks, and that employees do not need to work overtime. There are exemptions due to unforeseen emergent circumstances or if patient care will be adversely affected. Employers must record when an employee misses a rest break or meal break. If an employee does more than 12 consecutive hours of overtime, they must have at least 10 consecutive hours off.

The measure requires the Department to enforce meal and rest breaks and overtime standards. The Department must investigate complaints, determine if there are violations, and issue decisions and penalties. The Department must issue a written decision within 90 days of receipt of a complaint, but may extend the time by providing written notice to all parties. Parties may appeal decisions to the Director, who must appoint a hearings officer in accordance with Chapter 91, HRS.

The measure provides the Department with an unspecified appropriation, but no additional positions. The measure's effective date is upon approval, except for section three.

II. CURRENT LAW

The National Labor Relations Act (NLRA) governs private sector collective bargaining and grants private sector employees the right to form or join unions and engage in protected, concerted activities to address or improve working conditions. The National Labor Relations Board (NLRB) enforces the NLRA.

Under Section 390-2(c)(3), HRS, of the Child Labor Law, 14- and 15-year-old minors may work no more than five hours continuously without at least a 30-minute rest or meal period. There is no law that requires rest or meal breaks for other employees.

Chapter 387, HRS, Wage and Hour Law, requires overtime compensation at a rate of not less than one and one-half times the employee's regular rate of pay for all hours worked more than 40 in a workweek. However, if the employer is a hospital

or other institution primarily engaged in the care of the sick, the aged, or the mentally ill; the employer would be subject to the overtime requirements of the federal Fair Labor Standards Act (FLSA), and exempt from the requirements of Chapter 387, HRS.

III. COMMENTS ON THE SENATE BILL

The Department lacks the expertise and knowledge on health care matters. Moreover, the staffing standards, meal and rest breaks, overtime standards, and other terms and conditions of employment for health care facilities are mandatory subjects of collective bargaining, if applicable, as they seek to address or improve working conditions of employees under the NLRA. The DLIR suggests deliberations on break time provisions in the law should cover all industrial sectors or occupations and not be limited to a specific kind of facility.

§387 (Wage and Hour Law) covers minimum wage and overtime requirements (hours longer than forty in a workweek) for establishments that are not subject to the FLSA. §387-13 protects the right of collective bargaining to address wages and overtime.

Effectuating the contents of this measure would require a significant amount of staffing and the appropriation should contain positions. If the measure continues to progress through the legislative process the DLIR will develop a staffing estimate.



HAWAII HEALTH SYSTEMS
C O R P O R A T I O N

"Quality Healthcare For All"

Senate Committee on Labor and Technology
Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

Senate Committee on Health and Human Services
Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair

February 13, 2023
Conference Room 224 & Videoconference
3:10 p.m.
Hawaii State Capitol

Testimony In Opposition
S.B. 1580

Relating to Labor Standards at Health Care Facilities.

Establish certain minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities. Requires hospitals to create hospital staffing committees and staffing plans. Establishes certain meal break, rest break, and overtime provisions applicable to health care personnel at hospitals, care homes, and dialysis facilities. Appropriates moneys to the Department of Labor and Industrial Relations for implementation and enforcement.

Linda Rosen, M.D., M.P.H.
Chief Executive Officer
Hawaii Health Systems Corporation

Hawaii Health Systems Corporation ("HHSC") highly values its employees and appreciates the intent of this bill. We offer the following comments to explain our **opposition** to S.B. 1580, Relating to Labor Standards at Health Care Facilities.

The focus of this measure on the conditions of work in health care facilities is well intended. We agree that improved working conditions can assist in recruitment and retention of healthcare personnel. But the requirements put forth cover many matters that are the subject of collective bargaining for HHSC's public employees. The requirement to collectively bargain on terms related to wages, hours, and working conditions is well-established under Hawaii law. Specifically, Haw. Rev. Stat. chapter 89 and volumes of labor law jurisprudence issued by Hawaii courts and the Hawaii Labor Relations Board make it clear that public employers and unions must negotiate regarding terms and conditions of employment. A number of the provisions contained in

SB 1580 including, inter alia, the new rules on meals, breaks and overtime undoubtedly impact the working conditions of our employees. As such, implementation of such provisions would improperly infringe upon the collective bargaining rights of public employers and our unionized workforce. We would also note that if our healthcare personnel feel that they are being subjected to unsafe working conditions they have an avenue to protest those conditions through their union representatives.

HHSC is committed to our mission to deliver high quality healthcare to the communities we serve. The high quality of our services has been recognized by CMS for a number of our facilities including a five-star rating for Hilo Medical Center. We understand that quality care can only be achieved through a professional dedicated healthcare workforce. We appreciate the Legislature's interest in policies that can assist in workforce recruitment and retention, however, this measure would be very problematic for HHSC.

Thank you for the opportunity to testify on this measure.



THE QUEEN'S HEALTH SYSTEM

To: The Honorable Joy San Buenaventura, Chair
The Honorable Henry Aquino, Vice Chair
Members, Senate Committee on Health & Human Services

The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair
Members, Senate Committee on Labor and Technology

From: Jacce Mikulanec, Director, Government Relations, The Queen's Health System

Date: February 13, 2023

Re: Testimony opposed to SB1580: Relating to Labor Standards at Health Care Facilities

The Queen's Health System (Queen's) is a nonprofit corporation that provides expanded health care capabilities to the people of Hawai'i and the Pacific Basin. Since the founding of the first Queen's hospital in 1859 by Queen Emma and King Kamehameha IV, it has been our mission to provide quality health care services in perpetuity for Native Hawaiians and all of the people of Hawai'i. Over the years, the organization has grown to four hospitals, and more than 10,000 affiliated physicians, caregivers, and dedicated medical staff statewide. As the preeminent health care system in Hawai'i, Queen's strives to provide superior patient care that is constantly advancing through education and research.

Queen's appreciates the opportunity to provide testimony in opposition to SB1580, which would among other things establish certain minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities and require hospitals to create hospital staffing committees and staffing plan as well as establishes certain meal break, rest break, and overtime provisions applicable to health care personnel at hospitals, care homes, and dialysis facilities.

COVID19 has helped illustrate the ongoing challenges and strains that our healthcare workforce is under. Queen's is no different than many other systems in our state that have had to adjust to the unprecedented strain the pandemic placed on our hospital with regard to caring for higher acuity patients for a longer period of time. It underscored existing strains but, also forced us to evaluate, adjust and improve existing staffing processes. It also required us to strengthen nurse staffing review committees and broader hospital safety committees throughout our statewide systems to ensure that our various lines of service were aware of needs and we could respond appropriately and safely.

Queen's has, and continues to invest in growing our local nursing workforce. We continue to support programs in our high schools and universities develop the next generation of nursing professionals by provide internships and residency programs. Queen's has committed to funding a new nursing professorship at the University of Hawai'i and supports the additional funds being asked for by the University of Hawai'i system (as part of the U.H. Health Workforce Initiative) to further address the nursing workforce disparity facing Hawai'i. Addressing the shortage requires all

The mission of The Queen's Health System is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.

healthcare sectors, governmental partners (state, local, and federal), labor, and the business community to collectively lean-in.

We would note that hospital facilities and staffing standards are already highly regulated by state and federal government as well as within the industry. Note also that President Biden, in his 2023 State of the Union address, specifically highlighted the need to address that staffing standards within certain healthcare settings. Furthermore, The Joint Commission sets standards and certifications that are industry recommended to ensure hospitals are appropriately and safely staffed.

Hawai'i, unlike other states, has a strong system of collective bargaining. This bill would, if enacted, interfere with bargaining rights of the employees of Queen's represented by the unions. Bargaining is one of the most effective strategies to ensure certain concerns are addressed in a timely and binding way.

Further, this bill would hinder our hospital's ability in making management decisions and adjusting quickly based on patient needs and safety. Mandating nursing ratios will further exacerbate the existing staffing challenges facing our hospital without getting at the root cause of the problem: growing the nursing workforce. The impact of this bill places additional administrative burden on staff as well as potentially necessitating the hiring of costlier travel nurses. As noted by the Healthcare Association of Hawai'i's testimony, the cost of these nurses to augment the permanent workforce during the height of the COVID19 pandemic was significant and offset by federal and state emergency funds which would not be available to address the staffing crises created by this legislation.

The nurses, physicians, medical professionals, and facility staff demonstrated nothing short of heroism during the height of the COVID19 pandemic - for many, this experience illustrated how much we depend on a strong, professional, committed healthcare team. It is also why Queen's has invested in expanded employee wellness programming to ensure our staff are able to receive the care and resources needed to tackle the unique and challenging acute care work environment. We know that having a safe and healthy workplace is critical which is why Queen's also recently deployed a new personal safety system, called Strongline; allowing each caregiver and staff to have a duress alarm on their employee badge which, when activated, will allow security to immediately respond to the exact location where the incident is occurring.

We appreciate the Committees' drawing attention to these issues but, we hope you will instead consider ways to invest in our healthcare workforce - through training, education, loan repayment programs, and other incentives. Thank you for allowing Queen's to provide testimony; we respectfully request you to defer this measure.



February 13, 2023 at 3:10 pm
Conference Room 224309

Senate Committee on Health and Human Services

To: Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino

From: Wesley Lo
Chief Executive Officer
Ohana Pacific Management Company/Hale Makua Health Services

Re: **Oppose**
SB 1580, Relating to Labor Standards at Healthcare Facilities

Ohana Pacific Health (OPH) / Hale Makua Health Services (HMHS) is the largest provider of post-acute care services in the State of Hawai'i and also, the largest provider of Medicaid nursing facility services. Our organization employs almost 1,500 healthcare workers and manages approximately 950 nursing home beds that provide short-term rehab and long-term care, adult day health services and home health care, and Care Management/Navigation Services on all four major islands.

Thank you for the opportunity to provide testimony on SB 1580. As the largest provider of post-acute care services in the State of Hawai'i, we do our best every day to provide quality care to our residents. The healthcare delivery system is in crisis, as Hospitals are seeing record census "wait-listed" patients. The post-acute care providers are doing their best to take patients to decompress the hospitals, but the healthcare workforce shortage is at a critical level and is the worst in our post-acute care settings. This means that patients cannot be discharged from hospitals in a timely manner and this causes extreme bed shortages in the hospitals and emergency rooms.

The problem in post-acute care is exacerbated by the financial situation in Nursing Facilities, as a large portion of our revenues comes from Medicaid, which typically does not cover the costs of care in Nursing facility. This creates a situation where the post-acute care providers cannot compete for workforce.

Codifying extremely restrictive and prescriptive nurse staffing ratios into law will stress the healthcare system even further, and likely result in more facilities and organizations closing their doors. Because of the pandemic and increased costs, we've already seen one nursing facility (Wahiawa General Hospital) and one home health agency (Oahu Home Health) close. We know that more nursing facilities are on



KĀLELE



LUANA LIVING



THE VILLAS



Ann Pearl



Garden Isle



Hale Kupuna



Hale Makua



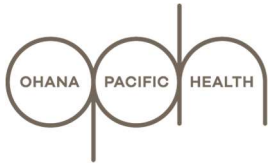
Hale O Meleana



Legacy Hilo



Pu'uwai O Makaha



the edge of having to close their doors. Already, most—if not all—nursing homes have reduced the number of beds available to discharge patients into because they simply cannot staff them. Any staffing ratio requirements will, inevitably, cause fewer beds to be available and will likely result in more nursing home closures because the inflexible and overly-prescriptive ratios simply cannot be met considering the lack of staff.

Lastly, we would note that enshrining requirements on the practice of medicine into statute can prove problematic, especially as technology and best practices evolve and improve over time. There are several ways to improve patient quality of care and outcomes, and innovation and flexibility in care standards can and should be encouraged. Codifying extremely specific standards into law can hamper those innovations. Further, we would note that issues relating to staffing are generally considered to be a part of contract negotiations rather than a matter for legislation.

Thank you for the opportunity to testify in opposition of this program

Wesley Lo
Chief Executive Officer
Ohana Pacific Health / Hale Makua Health Services





ALOHA NURSING REHAB CENTRE

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www.alohanursing.com

February 13, 2023 at 3:10 pm
Conference Room 224

Senate Committee on Health and Human Services

To: Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino

Senate Committee on Labor and Technology

To: Chair Sharon Y. Moriwaki
Vice Chair Chris Lee

From: Amy Lee
Chief Executive Officer
Aloha Nursing Rehab Centre

Re: **Oppose SB 1580, Relating to Labor Standards at Health Care Facilities**

Aloha Nursing Rehab Centre is a 141-bed Skilled Nursing Facility located in Kaneohe, ministering to the needs of 350 seniors and their families annually and employing 160 dedicated staff. For over thirty years, Aloha Nursing has been contributing positively to the community and to the state economy.

Every healthcare provider strives to provide the best possible care to all patients. It is a mission-oriented profession that allows people to care for their communities in a hands-on, meaningful way. The pandemic stressed the healthcare system immensely, creating a serious crisis for the workforce. Hawaii hospitals are treating a record number of patients every day. These patients are coming in sicker, and staying longer than they ever have before—not because of COVID, but because as the population ages, the needs for medical care increase.

Unfortunately, the healthcare workforce shortage is worst in our post-acute care settings, where patients can and should be discharged once they no longer require hospital-level care. This means that patients are “waitlisted” for placement in the hospital, taking up critical bed space and exacerbating the record census numbers that acute care facilities are seeing state-wide. The waitlist issue is worst for urban Honolulu, Maui, and Hawaii island.

Due to the heavily regulated nature of healthcare and the fact that significant revenues come from government sources, it is not possible for providers to simply raise prices to account for the increased costs of labor. In fact, Hawaii providers receive some of the lowest reimbursements from the Medicaid and Medicare programs compared to the rest of the nation. Further, many of these providers have contracts with commercial insurance companies that are in place for many years, and only provide inflation adjustments of 3-4%, when the cost of labor and other goods and supplies has gone up 10-15%.

We share the legislature's commitment to providing high-quality care to the residents of Hawaii. This measure will exacerbate a historic workforce shortage and burden an already-stressed industry. We ask that you defer this measure and, instead, continue your support on making this state more affordable to live in and bolstering the healthcare workforce.

HAWAII HEALTH SYSTEMS CORPORATION

THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair
Senator Chris Lee, Vice Chair

COMMITTEE ON HEALTH AND HUMAN SERVICES

Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair

NOTICE OF HEARING

DATE: Monday, February 13, 2023
TIME: 3:10 PM
PLACE: Conference Room 224 &
Videoconference
State Capitol
415 South Beretania Street

Oppose SB 1580, Relating to Labor Standards at Health Care Facilities

The East Hawaii Region of Hawaii Health Systems Corporation, consisting of Hilo Medical Center, Hale Ho'ola Hamakua, Ka'u Hospital, and the Yukio Okutsu State Veterans Home, opposes SB 1580, Relating to Labor Standards at Health Care Facilities.

We believe that best practice and professional medical organization supported nurse staffing ratios are good for nurses and patients and that hospitals should strive to meet them. We do not believe that legislation is the appropriate mechanism to accomplish this objective, especially in a healthcare workforce environment in which the supply of local healthcare workers is severely limited. Most often, short staffing situations are created due to a lack of available staff, not by an unwillingness by the organization to staff. The resources to meet this mandate are not consistently available, especially in the rural operating environment on the Neighbor Islands. The unintended consequence of this legislation would be to create an even greater reliance on mainland staffing companies, shifting scarce healthcare resources away from where they are needed the most. Finally, the additional bureaucracy created by compliance with the legislation will be redundant to existing relationships and collective bargaining agreements developed in partnership with our unions. For these reasons, we oppose SB 1580.

Respectfully, Dan Brinkman RCEO for Hilo Medical Center

Firstly, I wanted to say thank you to the legislature for supporting healthcare workers in Hawaii as well as supporting the safety of our patients and the community. The nursing community has been fighting for safe conditions in our hospitals for years. However, since the pandemic of 2020 the problem of safe staffing has grown exponentially. I am a registered nurse and I am in support of SB 1580.

My name is Dianna Rodriguez, I am a registered nurse and I have worked in the hospital setting as a labor and delivery nurse for the last 9 years. In those 9 years I have seen my fair share of unsafe practices enforced by management and hospital administrators. However, since the pandemic the problem has grown into a nationwide crisis. Disregard for safely staffing nurses in the acute care setting is creating dangerous conditions for both the staff and patients that we care for. It is so important for legislation such as SB 1580 to be put in place because, there are no regulations, guidelines, or laws in Hawaii that prevent hospital administration from placing nurses and patients in unsafe situations created by unsafe staffing.

Bedside nurses are being stretched to take care of more and more patients with less staff and less resources. When we advocate for more nurses or to decrease our workload we are met with discussions of the “budget” and how there is no money to decrease the number of patients we take care of. There no laws limiting the number of patients a nurse can take on in a shift. Regardless of how sick the patients are. There are no labor laws in place that protect nurses from working 16-24 hours shifts and being forced to take mandatory overtime. It is not unusual for us nurses to work an entire 12-hour shift without being given a meal break or even having time to use the bathroom. All this while administering high risk medications and running from room to room trying to keep up and keep patients safe. The work load we are given is not safe. I am here advocating for our patients, because they are not getting the care they deserve. Patient safety should not be compromised so that an acute care facility can save money. Profits are being put before patients in our Hawaii healthcare facilities.

My nursing practice is being directly impacted by unsafe staffing practices on a regular basis. I have had to work mandatory overtime. The worst is mandatory overtime after a night shift. Meaning instead of working 7pm to 7am, you are told at 7am that you will be staying until 11am. It is incredibly unsafe for the nurse and the patients. We are not allowed to sleep during our meal breaks. We can be fired for having the “appearance of sleep” even if we are in designated break or locker rooms with another nurse assuming care of our patients. We are not allowed to sleep in our cars in the hospital parking lots before we drive home either. So nurses have to either drive somewhere else to sleep before driving home, or pull over on the side of the road if they cannot stay awake.

My nursing practice and patients are most often affected by unsafe staffing ratios. I work in labor and delivery, postpartum, and nursery. The problem we most often face is that the hospital administrators and management does not take into account that we are a unit, much like an emergency department, where we can get busy at any time. They often short staff us, by using our labor and delivery nurses as a “float pool”. This means if we are not busy in labor and delivery, they will send one or two of us work on another unit. Then when we get labor patients that come in, or a baby delivers that is not medically stable, or we have an OB emergency, we cannot get the nurse that we need back. Leaving us short staffed and unable to provide safe effective care for our mothers and newborns. We usually run our unit with only 3 nurses, so floating even one nurse to another unit without a plan in place for emergencies is completely dangerous and unacceptable.

Another safe staffing issue we continue to have is the misuse of our on-call labor and delivery nurse. In our unit we have an on-call nurse on nights, weekends, and holidays. This on-call nurse is then called into work when our unit gets busy or when we have an emergency in the middle of the night that requires an extra nurse. The purpose of the on-call nurse is to provide a safety net for our unit, as we have highly fluctuating staffing needs that can occur at any time. The hospital uses our on-call labor and delivery nurse to staff other units in the hospital, leaving us with no back up staff. This is a direct contract violation and a dangerous practice. We are repeatedly put in situations where we don't have enough nurses for emergencies or for when we get busy.

We have been fighting and advocating for our nurses to stay on our unit since 2017. We have had meetings with management; with the chief nurse executive; we have made recommendations for safety plans and parameters on how to safely float labor and delivery nurses so we could get them back in emergencies; we have filed unsafe staffing reports; and we have filed grievance with the hospital. Instead of getting better, our staffing issues have gotten exponentially worse

Charge nurses are given full loads of patients to care for while having the added responsibility of looking after the entire unit. Specialty nurses are being given orientation for 1 day to another unit and then are considered "qualified to float" and take care of patients on that unit. We have same day surgery nurses working 18–24-hour shifts and being mandated to stay overtime. We cannot retain staff, due to our patient to nurse ratios. When we ask for more staff, or to decrease our patient loads, or to create a float pool so we have more nurses, we are always met with, "it costs too much", or "the hospital cannot afford it". Experienced nurses are leaving hospital positions in record numbers. In the past year I have had to see many of my friends and colleagues leave for other nursing jobs outside of the hospital setting.

Legislation such as this is vital in the healthcare setting. No one is regulating the hospital's use of nursing staff. There is no balance and no voice of reason in this madness. We need enforceable limits on how many patients we can assign to a nurse and how many hours they can work. We need our hospitals to adhere to the contracts they have drawn up with the nurses, especially those measures that ensure patient safety. Nurses shouldn't have such a large work load every shift that we cannot take a 30-minute break or eat in a 12-hour shift. Please do not think that any acute care setting in Hawaii is exempt from what is happening with unsafe staffing practices. We are facing staffing emergencies on all of the islands in all the hospitals.

I wish I didn't have to write this. I wish that hospitals and medical centers respected that people, mothers, newborns, kupuna, parents, and children are more important than their bottom line. I wish I didn't have to seek out legislation to fix the problems we are having within the hospital. However, if the management teams and administrators at these hospitals will not safely staff the hospitals, then we have to find other ways to implement safe staffing. Especially when our most vulnerable people are being put at risk. When you come to the hospital, you should trust that you will be safe. As a nurse I cannot standby and continue to watch these dangerous practices put our community members at risk. Please stand with us nurses and support SB 1580. Thank you for your time.

Dianna Rodriguez, BSN-RNC

SB-1580

Submitted on: 2/12/2023 10:08:31 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Katie Carter	Individual	Support	Remotely Via Zoom

Comments:

To whom it may concern,

Thank you for supporting the people of Hawaii and healthcare providers by hearing this monumental bill. I am in full support of bill SB 1580. This legislation is absolutely crucial to ensure safe and quality care to the people of Hawaii. I have seen first hand the consequences of our lack of regulation in safe staffing in healthcare facilities in Hawaii.

I currently work in the same day surgery department at Wilcox Medical Center on Kauai. In my department we have worked up to 24 hours straight without breaks due to our recovery call being used to staff inpatients. I have, on several occasions, been so tired that I felt unsafe at work. One of my coworkers was almost in a car accident on her way home from work after a 16 hour shift due to exhaustion.

We are regularly experiencing mandatory overtime amounting to unannounced night shifts with no time to prep and sleep. I have myself felt several times that I could barely stay awake and could not think straight on these shifts. They are frequently 16 hours in one day with another shift the following day.

On the medical surgical floors nurses are caring for 6 patients at a time which is incredibly unsafe. This creates large gaps in care, missed medications, increase in hospital acquired infections and pressure ulcers to name a few. There is simply no way to provide quality care to that many patients at a time. They also frequently experience inability to take a break in their 12 hour shift.

Our emergency department is also experiencing no break shifts working 12 hours. Their nurse to patient ratios are also high including one trauma bay as well as 3 standard ER rooms leading to very unsafe conditions. This has led to a large number of staff quitting the ER. I worked there for 3 months and left due to those conditions. One trauma patient can easily keep 2 nurses busy for an hour. That primary nurse still has 3 other patients, which end up having to be left until the trauma is settled. Bill SB 1580 addresses these concerns and would ensure safe patient care to the people of Hawaii as well as support the health of the healthcare workers themselves. In order to provide high quality care to our patients we also must be able to meet our basic needs. Please support this bill which in turn supports all of your community, family and friends in Hawaii.

Thank you,

-Katie Carter RN BSN CCRN

SB-1580

Submitted on: 2/12/2023 1:58:50 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Darsha Lee	Individual	Support	Remotely Via Zoom

Comments:

Aloha, and mahalo nui loa for agreeing to hear this bill. I would like to voice strong support for this piece of legislation. Healthcare workers are relied upon by the community to meet very specialized needs in order to promote well-being, address health crises, and prevent further injury. Healthcare workers deserve dedicated time during their shift to eat a meal. Healthcare workers deserve to be assigned a safe number of patients to care for during their shifts. And, frontline healthcare workers deserve a voice in making decisions related to the steps that are needed to provide this safe patient care. Relying on healthcare institutions to implement these basic safety measures has not worked, and in some negotiations these simple asks have been ridiculed and rejected. Please help in supporting safe patient healthcare in Hawai'i.

SB-1580

Submitted on: 2/9/2023 5:39:18 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Kamalani	Individual	Support	Written Testimony Only

Comments:

Aloha No

I strongly support the need to enact a safe staffing matrix with a patient ratio requirement here in the state of Hawaii. Frontline workers are overworked and underpaid here in our state. Above all the ratios are unsafe in many medical facilities and the safety of patients are at risk, that is unacceptable. Frontline workers deserve the ability to work in a safe and healthy environment and deserve to take lunch breaks like everyone else!!!

SB-1580

Submitted on: 2/9/2023 7:26:43 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Tiffany Asuncion	Individual	Support	Written Testimony Only

Comments:

First of all, thank you for taking the time to support healthcare workers. In support of HB 1378, legislation is needed to ensure our people of Hawaii will receive the care they deserve. As a nurse in one of busiest hospitals in the Pacific, our hospital becomes overwhelmed with patients. At times, we have more hospitalized patients than we have staff to care for them, which can be a safety issue. I work night shift on an inpatient medical-surgical unit. On a typical night, we have 5 to 6 pts each with our charge nurse taking also taking 5 patients. When we're short staffed (which does happen), nurses have taken 7 to 8 patients, including the charge nurse. This is not safe! Our patients are sick and deserve proper care. With unsafe staffing ratios, things can easily be missed which may unnecessarily cost someone's life. With the help of legislation, we can give all patients the care they need. In addition, nurses won't have to skip their breaks and it would alleviate burnout and keep healthcare workers healthier. We are human too. Mahalo for your assistance!

SB-1580

Submitted on: 2/9/2023 8:11:17 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Odette Toledo-Lue	Individual	Support	Written Testimony Only

Comments:

Support this bill

SB-1580

Submitted on: 2/9/2023 8:19:16 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
James Lue	Individual	Support	Written Testimony Only

Comments:

Support this bill.

SB-1580

Submitted on: 2/9/2023 8:19:58 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Laurie Barrett	Individual	Support	Written Testimony Only

Comments:

Would like to thank the legislative body for supporting all health care workers in Hawaii.

I am an experienced nurse, with a Nursing Bachelors degree, that retired after a thirty plus, long professional career at a well respected Boston based hosital in 2016.

Moved to Hawaii in 2016 to care for my elderly parents.

I felt compelled to return to per diem work in 2019 at the height of the covid pandemic/crisis by colleagues and my committment to nursing. I avoided accepting a nursing position that might displace a local Hawaii resident.

The safety of patients and coworkers is always forefront in my mind.

Staffing ratios in Hawaii are abyssmal.

Well regarded, evidence based standards from the ASA, CNOR and CPAN for staffing for patient safety that have been the (lowest common denominator) standard in place for over a decade on the mainland are routinely ignored in Hawaii. Please embrace evidence based standards that have been proven to save lives, reduce hospital based infections and help to retain healthcare proffessionals.

Working alone in a critical care unit, solo postmortem care and unstaff staffing have routinely impacted my nursing practice. At least monthly, there is a ethical or moral assault to my pratice.

I am aware that Hawaii is a rural setting but the "it's Hawaii" excuse is not acceptable.... We can and should do better.

Medicine and Nursing are a science based practice. No one wants to go to work to do a bad job. But every day a challenge arises.

Last week an attending surgeon stated to me that "if your not willing to work alone in the critical care unit, you shouldnt even be here" I felt so disparaged.

Please elevate the priority healthcare deserves by supporting this measure.

SB-1580

Submitted on: 2/9/2023 9:14:55 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Leticia Calles	Individual	Support	Written Testimony Only

Comments:

I have been a nurse for over twenty years and strongly support SB1580 for safe staffing and adequate breaks. Unfortunately, Hawaii does not have a state law for meal breaks. As a registered nurse in Hawaii, I have been required to work over 8 hours without a meal break. The only support my team receives is from our union contract. However, the rules for providing breaks are routinely violated. Receiving excessively late breaks is not safe for staff or patients. In addition, I have been mandated to work over 16 hours for a shift while on call for emergency standby for non-emergent procedures. I did return to work the next day for a 12-hour shift.

Safe staffing is imperative to patient outcomes. I have witnessed the trend of hiring non-licensed personnel rather than hiring the appropriate number of nurses in my department. Strong evidence validates that staffing ratios decrease harm and errors related to inadequate staffing levels. Understaffing also contributes to no staff available to provide appropriate breaks. Nursing burnout is a symptom of workplace culture. A healthy work environment and healthy employees support improved patient outcomes.

SB-1580

Submitted on: 2/9/2023 9:18:54 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Keith Kikkawa	Individual	Support	Written Testimony Only

Comments:

I highly support this bill.

SB-1580

Submitted on: 2/9/2023 9:39:42 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Maribeth Gante Toledo-Cabuslay	Individual	Support	Written Testimony Only

Comments:

Being a bedside night nurse for 16 years I have experienced 5 or 6 patients to 1 nurse with respiratory compromised patients. Even the charge nurse carried a full load. Due to the patient, nurse ratio being unsafe I got injured which ended my bedside nursing career. This I didn't expect. I actually thought and expected to retire as a bedside nurse. I am vouching for my colleagues to be provided a safe work environment to prevent work injury and be able to provide the best nursing care possible.

SB-1580

Submitted on: 2/10/2023 10:16:13 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Joanne Kamei	Individual	Support	Written Testimony Only

Comments:

Support HNA

SB-1580

Submitted on: 2/10/2023 3:40:27 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Betty Depolito	Individual	Support	Written Testimony Only

Comments:

I was in the hospital last year for six days. I would have been upset to know any of my nurses had worked shifts to the point of exhaustion and to the point of possible mistakes. Nurses need their rest as they make critical decisions constantly so I would hope they would be protected by this bill. Also to think they would be fired or reprimanded because they were too tired to work is a travesty. Nurses need standard breaks to rest, to regenerate, to think straight about the care they are giving. Nurses don't deserve anything less than a bill to protect them and their health. I once worked two overnight shifts and a day shift back to back. I was driving home, finally, and fell asleep and drove off the freeway. I was lucky that I did not die that day! Protect our nurses!

Aloha Betty Depolito

SB-1580

Submitted on: 2/11/2023 11:02:49 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Dedania Tyau	Individual	Support	Written Testimony Only

Comments:

Aloha,

Imagine your loved one is a patient in a hospital and needs to use the bathroom, but no one can help him/her because the hospital staff is short on aides and/or nurses. Now imagine that loved one having to sit in his/her poop or shi-shi for at least half an hour because of the staffing shortage. It risks skin integrity. It ruins one's dignity and comfort. This is just one of many examples of how short staffing and poor staffing ratios affect a loved one. Such situations occur on a daily occurrence, every shift, for multiple patients. While the pandemic surely made staffing concerns worse, short staffing was present even before it.

Imagine your loved one being cared for by a nurse who hasn't had a 15 minute break and/or a half hour uninterrupted lunch. Barely had a drink and hasn't used the bathroom. Imagine that nurse having to take care of patients in this state and making critical medical decisions, or supporting a patient with a life-changing diagnosis.

Imagine your loved one being cared for by a nurse who was mandated to do overtime. S/he may have already worked a full 12 hour shift, or had less than 10 hours of rest. Partly because of high census, partly because of sicker patients, partly because of an exodus of staff from poor working conditions and the pandemic, partly because of our employers' inability and unwillingness to actively retain and recruit nurses.

You don't even need to imagine, as you or your loved one already experienced them in any of our medical facilities—care homes, dialysis centers, clinics, medical centers and hospitals.

I'm a registered nurse in one of Honolulu's hospitals. We've tried to remedy workplace conditions at the unit level and in bargaining, but without much success. The "new normal" of taking care of more and sicker patients with inadequate staff numbers is unacceptable and truly dangerous. Our loved ones and community deserve better. They deserve what's right.

I've had the privilege of being a nurse and caring for our community for over 20 years at the bedside. I'd like to continue to do so in a safe and healthy manner.

Thank you for supporting SB 1580,

Dedania Tyau, RN, OCN

SB-1580

Submitted on: 2/11/2023 11:35:39 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sylvia Cuyugan	Individual	Support	Written Testimony Only

Comments:

I have been a registered nurse for 27 years and it has been a challenging profession. Not having an opportunity for breaks for the toilet or eating is unacceptable. Prioritizing on profits instead of patient and employee safety should be penalized. These work conditions are frustrating for employees and patients that we as nurses will burn out quicker and get out of the profession, leaving remaining nurses and staff in a worse position. I support SB1580 and pray our healthcare system does better with staffing and retaining employees.

SB-1580

Submitted on: 2/11/2023 12:20:25 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Chantil Kealoha	Individual	Support	Written Testimony Only

Comments:

Safe staffing saves lives. Makes sense right, and it's simple enough. When you don't have enough staff to take care of patients that are sicker now than ever before, it's just not safe. The phrase "Doing more with less" is not something you want to have to pertain to nursing staff when it comes to taking care of our loved ones. We need adequate staff to do the things we need to do to make sure that everyone's loved ones in the hospitals and elsewhere will have the best outcomes. Please, do the right thing and pass this bill.

SB-1580

Submitted on: 2/11/2023 1:37:46 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Tyler Higa	Individual	Support	Written Testimony Only

Comments:

Safe staffings saves lives!

SB-1580

Submitted on: 2/11/2023 2:28:52 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jamie St.Pierre	Individual	Support	Written Testimony Only

Comments:

Thank you for supporting Healthcare workers in Hawaii. I am a Registered Nurse supporting SB 1580. This legislation is needed to ensure Hawaii residents will receive safe care in local healthcare facilities. We are consistently understaffed, overworked, underpaid, with no or late breaks and incredibly unsafe staffing ratios that are directly impacting patient care. The hospitals only care about money. Big business. Us nurses on the front lines are constantly being pushed to do more, take more patients, directly impacting patient care and experiences. This legislation can make healthcare safer in Hawaii. Please help us help others! Someone needs to take care of the front line workers, or we won't be able to give the quality care that we all deserve.

SB-1580

Submitted on: 2/11/2023 2:55:15 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Sumera	Individual	Support	Written Testimony Only

Comments:

Thank you for supporting Healthcare workers in Hawaii. I am in support of SB 1580. This legislation is needed to ensure Hawaii residents will receive safe care in local healthcare facilities. So often we are understaffed with patients at a higher acuity level and nurses having 7 patients each. This increases the risk of injury to our patients during normal times and during Covid even greater risk since more time is needed for our Covid patients with no change in nurse to patient ratio.

SB-1580

Submitted on: 2/11/2023 2:57:53 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Crystal Gaoat	Individual	Support	Written Testimony Only

Comments:

I support this bill. Healthcare workers are burnt out by our work conditions

SB-1580

Submitted on: 2/11/2023 5:02:01 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jane-na K Schenk	Individual	Support	Written Testimony Only

Comments:

I have been a bedside nurse for 10 years now with a hospital in Honolulu. The patients have been getting sicker and our staffing has been getting shorter. Short staffing endangers patient lives. Of nurses are unable to get to patients when they are needed most because they are taking on more patients than they should, patients will be at risk.

Imagine that your loved one is in a hospital and their nurse or nurse aide is overwhelmed with patients. they will not be able to care properly for your loved one. The patient may end up sitting in their excrement for extended periods of time because there just isn't enough staff to get to everyone. Now imagine that those staff are not getting breaks or drinking water or even using the bathroom. This would make people distracted and unable to focus. How can a nurse make life saving decisions in this state? How can they be alert enough to see the early signs of a patients decline to be able to save their life?

We, the providers of Healthcare in our islands, need your help to provide the safest and highest levels of care for our communities, our families.

Thank you

SB-1580

Submitted on: 2/11/2023 6:05:21 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Julie Takanobu	Individual	Support	Written Testimony Only

Comments:

Thank you for supporting safe staffing for health care workers.

SB-1580

Submitted on: 2/11/2023 8:59:21 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
cecilia currier	Individual	Support	Written Testimony Only

Comments:

The staffing shortage is real. We are working short staffed and "borrowing" nurses from different specialties to fill in. Patients are not getting the attention that is required to properly care them based on their admission diagnosis. Mistakes are happening, medication errors, oversight of reportable symptoms, increase in falls. Our community needs to be cared for properly.

Example for tonight as i write this: ICU has 2 patients with only 1 RN, while there is an ICU hold in the ER and a patient needs to transfer into ICU from medical/surgical but there is not a nurse to care for them all. There are 20 patients on medical/surgical unit and only 3 nurses to care for them. There is 2 nurses on the maternity ward with a patient post cesarean section on methadone, positive for meth and in a hypertensive crisis along with a mother who delivered today. Management wanted to take one of the maternity nurses and have them help on the medical/surgical unit, leaving only 1 nurse on the maternity unit (which is a locked unit). This is happening every day, we can not continue like this.

SB-1580

Submitted on: 2/11/2023 9:32:57 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jennifer Carvalho	Individual	Support	Written Testimony Only

Comments:

Good day,

My name is Jen C., a labor and delivery and post-partum nurse for North Hawaii Community Hospital (NHCH) an affiliate of the Queens Health Systems. I have been apart of NHCH for over 10 years and have not only performed my job as a labor and delivery nurse; but, have also floated to various units to provide staff relief support for the remainder of the facility. NHCH has never truly supported safe staffing guidelines, under AWHONN guidelines for labor nurses; or for other units for that matter as well.

As I have performed nursing duties for my pregnant labor patients; the remainder of the hospital has had staffing issues and in turn have on many occasions created stressful work environments for med/surg, ICU, ED, PACU, etc to meet the facility's budget requirements.

In doing so, NHCH has on many occassions have pushed nurses to perform duties that are unsafe for patients and nurses. NHCH need to put patients first, by acknowledging safe staffing standards for nurses all around.

I truly love the patients, and would hope that patients can support the nurses with safer staffing guidelines and requirements. Thank you for the public's support to create safe staffing standards for patients, by protecting the nurses.

SB-1580

Submitted on: 2/11/2023 9:34:14 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Laurel Ledward	Individual	Support	Written Testimony Only

Comments:

support safe staffing ratios

SB-1580

Submitted on: 2/11/2023 11:14:21 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Karin Clark	Individual	Support	Written Testimony Only

Comments:

Support this bill. Safe staffing saves lives.

SB-1580

Submitted on: 2/12/2023 1:24:31 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jessica Moriki	Individual	Support	Written Testimony Only

Comments:

Please take care of our caregivers who are taking care of our community.

To: The Senate Committees on HEALTH AND HUMAN SERVICES and LABOR AND TECHNOLOGY

Subject: SB 1580 – RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES

Hearing: February 13, 2023

Hello Chair San Buenaventura, Chair Moriwaki, and members of the Committees,

My name is Leilani Delgado residing on the island of Guam and a student in the Master of Social Work Program, Distance Education Option at the University of Hawai'i at Manoa's Thompson School of Social Work and Public Health. I would like to thank you for this opportunity to provide testimony.

I am writing in support of SB 1580 which seeks to improve health care worker safety and working conditions.

Although I have not worked in a health care facility in Hawai'i, I am sharing my experiences as a former nurse aide working in a private hospital on Guam. As a Certified Nursing Assistant (CNA) for over 10 years, I have experienced patient assignment overload and being sent to different units without proper orientation. I have seen many patients get better and leave the facility and for some, not so fortunate. I worked with dedicated nurses who did not complain, even in the hardest of times. Working 12-hour shifts, sometimes four to five days in a row, had taken a toll on my mental health and overall well-being.

In a study by Shah et al. (2021), it was reported that one of the highest-risk groups to experience burnout in the United States are health care professionals, with the COVID-19 pandemic amplifying these reports. Of these, are nurses who have reported to have left their jobs in large proportions because of hospital associated burnout causing a severe nursing shortage. This is due to increased workloads, lack of collaboration from physicians and nurses, and lack of support from leadership. Results from this study concluded that the nurse workforce will suffer major effects if health systems and policy makers do not provide support and help to improve job satisfaction for nursing staff.

I appreciate the exceptional services of the health care professionals in Hawai'i who helped our residents of Guam get in better health and ask to please support this measure.

Thank you again for the opportunity to testify on SB 1580.

Sincerely,


Leilani Delgado

SB-1580

Submitted on: 2/12/2023 7:11:49 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jennifer Bordine	Individual	Support	Written Testimony Only

Comments:

Thank you for considering this bill to help support our understaffed, unsafe and undersupported healthcare workers. It is a very important issue for all of Hawaii nurses and community.

SB-1580

Submitted on: 2/12/2023 8:26:41 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Micah Licuanan	Individual	Support	Written Testimony Only

Comments:

I have been a registered nurse for over 16 years in an acute hospital setting for various organizations. I spent more than half of my career here in Hawaii. I am very passionate and care deeply for my chosen job. I have seen what unsafe staffing ratio could do to the patients and to the staff. Our outmost priority is to ensure patients safety, we cannot do that if we care for more patients than we can handle; if we're rushed to make decisions under stressful situations. We are expected to think critically under stressful situations, and that's what we do day in and day out. We need support to be able to do our jobs safely. A lot of bedside nurses are leaving bedside beacuse of the amount of pressure we have to carry. We don't leave that stress at work, we carry that with us constantly. It is time we prioritize the safety of the patients and the staff. In order to prevent a worsening crisis in healthcare, we need to address this now.

SB-1580

Submitted on: 2/12/2023 9:04:10 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Daniel Revesz	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am writing to express my support for SB1580, because the need for safe staffing ratios, guaranteed meal and rest breaks, and the inability to mandate overtime is extremely important for the health and safety of patients and healthcare workers alike! As a registered nurse for seven years, I can personally attest to the difficulties faced by healthcare workers during a twelve hour shift when patient ratios are at unsafe levels, much less without being mandated to work overtime or not take a meal break during your shift. We should be appalled that our healthcare system in the United States of America still allows facilities to get away with not providing employees guaranteed meal and rest breaks, to mandate their employees to work greater than twelve hours in one day, or to provide their staff with outrageous worker to patient ratios that they know are unsafe for the staff and the patients receiving the care. In our current system, healthcare workers are already stretched thin with the required duties that they must complete during their shifts, so to allow them to work in unhealthy conditions is just asking for poor outcomes for patients. Let's stand up for patient safety and make the necessary changes to provide the best possible care that we can to our patients! Please mandate safe staffing ratios, meal and rest breaks, and take away forced overtime so that we as healthcare workers can continue to be proud of the care that we provide to our patients and their families!

SB-1580

Submitted on: 2/12/2023 9:21:31 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Erin Henderson Lacerdo	Individual	Support	Written Testimony Only

Comments:

I urge you to support the passage of this bill in order to ensure safety for the health care of our community, our healthcare workers.

SB-1580

Submitted on: 2/12/2023 9:29:16 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Kim Stryker	Individual	Support	Written Testimony Only

Comments:

This is critical for patient safety

SB-1580

Submitted on: 2/12/2023 9:36:26 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Craig Fujii	Individual	Support	Written Testimony Only

Comments:

I am a registered nurse working in an acute care psychiatric mental health facility on Oahu. Please consider supporting SB1580 especially in regards to creating formal nurse-patient ratios. The health care industry will argue that not formalizing ratios will allow for flexibility in staffing based on usual and customary staffing. Unfortunately, following that line of thinking means understaffing that ultimately does not allow for therapeutic nurse-patient care; creates a warehousing and babysitting structure to care, and - in mental health facilities - greater risk of staff injury. Heavy patient loads is stressful and creates an environment ripe for burnout. Please support nurses.

SB-1580

Submitted on: 2/12/2023 9:43:45 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Alisha Chavez	Individual	Support	Written Testimony Only

Comments:

I am a registered nurse working in an acute care psychiatric mental health facility on Oahu. Please consider supporting SB1580 especially in regards to creating formal nurse-patient ratios. The health care industry will argue that not formalizing ratios will allow for flexibility in staffing based on usual and customary staffing. Unfortunately, following that line of thinking means understaffing that ultimately does not allow for therapeutic nurse-patient care; creates a warehousing and babysitting structure to care, and - in mental health facilities - greater risk of staff injury. Heavy patient loads is stressful and creates an environment ripe for burnout. Please support nurses.

SB-1580

Submitted on: 2/12/2023 9:47:12 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Erin Sunahara	Individual	Support	Written Testimony Only

Comments:

Appropriate staffing ratios should be mandated so that patients receive safe and the best care possible.

SB-1580

Submitted on: 2/12/2023 9:50:22 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Maly Gella	Individual	Support	Written Testimony Only

Comments:

As a Registered Nurse I fully support this bill. This bill not only protects the Individual providing care from working under unsafe conditions but it also protects those they are caring for. It is a known fact that most medical mistakes occur when people are tired and overworked. Please pass this bill!

SB-1580

Submitted on: 2/12/2023 10:25:48 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Meghan Angell	Individual	Support	Written Testimony Only

Comments:

Support!

SB-1580

Submitted on: 2/12/2023 10:26:53 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Stephanie Laudenslager	Individual	Support	Written Testimony Only

Comments:

When a nurse is assigned to care for more patients than reasonably feasible, people's lives are at risk. This has been proven with numerous research studies showing that avoidable deaths are directly correlated with unregulated nurse to patient staffing ratios, leading states like California to make safe staffing a law. So why has this not been addressed in Hawaii? Hospital administrators believe that stretching nurses to their maximum (and beyond) is an easy way to save money. In turn, nurses are burning out and leaving the bedside, creating an even more critical situation inside the hospital walls. Medical mistakes are being made. Patients are dying in waiting rooms. Hospital administrators are turning a blind eye. Please help us, help our patients, by enacting labor standards in health care facilities.

SB-1580

Submitted on: 2/12/2023 10:30:14 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
McKenzie Johnson	Individual	Support	Written Testimony Only

Comments:

This is important in the healthcare world. We work overtime because we feel we must and then provide unsafe patient care. Our healthcare here in Hawaii is already subpar, so adding insult to injury is scary. Please, please consider passing this measure to help us.

SB-1580

Submitted on: 2/12/2023 10:39:14 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Gerald Kelly	Individual	Support	Written Testimony Only

Comments:

I am a nurse at the queens medical center. I am also exhausted. My shift is clearly written out on a schedule yet every day I go to work never knowing when I'm coming home. I can't plan a life on work days. Every day I don't work I receive text asking me to work. My facility is so proud of how much money they save by making staff work overtime instead of hiring enough staff. As I sit at work beside my lunch sits in a refrigerator often until I go home after 12 hours to eat it. The staff are burnt out and fighting with each other. The patients are frustrated and yelling at us because we're either tired or there's not enough of us to give them care. Our healthcare workers are all leaving for travel contracts where they actually have set hours. The people of Hawaii deserve better. They deserve staff that have slept and that have eaten. Is this what you want when you're in the hospital? Is this who you want taking care of your parents. I'm disgusted with the profit over patients attitude and want to take care of the people of Hawaii as my ohana not as a dollar sign.

SB-1580

Submitted on: 2/12/2023 11:00:25 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandi Niitani	Individual	Support	Written Testimony Only

Comments:

Please support nurses in their effort to provide excellent care to the people in our community!! We need to retain seasoned nurses and provide the best environment to train new nurses.

SB-1580

Submitted on: 2/12/2023 11:26:54 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Matt Roman	Individual	Support	Written Testimony Only

Comments:

I am writing to request that bill SB1580 be heard. Nurses in the state are struggling with increased patient ratios, compromising our ability to provide safe patient care. Additionally, nurses are sacrificing their well-being, often unable to take breaks to meet our own basic human needs. Thank you for your consideration.

SB-1580

Submitted on: 2/12/2023 11:32:41 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Erika Rydell	Individual	Support	Written Testimony Only

Comments:

I support this bill for safer healthcare in Hawaii

Aloha

I am a RN on the big island with North Hawaii Hospital. We are experiencing a nursing shortage and I appreciate this bill 1580. I have worked excessive OT to meet the needs of the community. Healthcare is vital to our island and our Ohana. Mahalo for taking the time to listen to this bill. Aloha

SB-1580

Submitted on: 2/12/2023 12:10:07 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Apryle Rosa	Individual	Support	Written Testimony Only

Comments:

As a current practicing Registered Nurse, I strongly support SB 1580 for the following reasons:

1. Patients are sicker and require more complex care. Increasing patient load lead to suboptimal care and increasing chance of unnecessary mistakes that can lead to poor and detrimental outcomes.
2. Healthcare workers are leaving the profession due to suboptimal work conditions leading to a shortage in healthcare workers. Currently we already have issues with recruiting and retaining healthcare workers adding to the crisis. We are required to work long hours without adequate rest in between. This leads to poor outcomes.
3. We cannot rely on traveling nurses to fill the gap. The frequent turnover has led to safety issues in patient care. We need to stop stressing the healthcare system and prevent more healthcare workers from leaving the profession.

SB-1580

Submitted on: 2/12/2023 12:15:02 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Taipe	Individual	Support	Written Testimony Only

Comments:

To my fellow constituents and the Legislature,

Thank you for supporting Healthcare workers in Hawaii. I support SB 1580 and strongly encourage you to also support this bill. This legislation is needed to ensure Hawaii residents receive safe and quality care in local healthcare facilities. Briefly, I would like to share my professional experience as a nurse. I am a certified oncology nurse with 10+ years' experience in various hospitals across the country. Currently, my role is a "call-in" nurse or what many may know as a per-diem nurse. I fill the shoes of the primary full-time nurses when they have a sick day, a scheduled doctor's appointment, or personal day off. The unit I work on has two fulltime chemotherapy nurses and one fulltime non-chemo nurse. Currently, I have been covering for a full-time chemo nurse as she had to take a sudden family leave of absence to care for a loved one. When administering chemotherapy and immunotherapies it requires two nurses to safely administer these hazardous drugs. It is standard practice to double check chemotherapy before you administer a bag or syringe of these kinds of medicines. Well, you ask, "what happens when a nurse needs to go on her allotted 15-minute break or 30-minute uninterrupted lunch break and there is only one chemo nurse to check the patient's chemotherapy? Sadly, the answer is, the patients care is delayed, or the nurse doesn't get to go to lunch, nor the bathroom and typically must stay late. SB 1580 would support a minimum staffing standard to ensure there was a nurse who was chemotherapy trained to cover for breaks and lunches so that the patient and nurse are also cared for. Without law SB 1580 being passed, healthcare organizations will continue to avoid providing staffing standards. Ultimately, the people of Hawaii need SB 1580 to be enacted into law so nurses can continue to provide quality care to our communities whilst being able to care for ourselves. Thank you for taking the time to hear my testimony.

Sincerely,

Elizabeth Taipe, RN, BSN, OCN

SB-1580

Submitted on: 2/12/2023 12:17:51 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
David Chew	Individual	Support	Written Testimony Only

Comments:

I stand in strong support of SB1580.

SB-1580

Submitted on: 2/12/2023 12:23:24 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Samantha Zepeda Silva	Individual	Support	Written Testimony Only

Comments:

I have approximately 8 years' experience as an Oncology trained nurse. Throughout my career, I've observed the impact of rising acuity that jeopardizes the safety of patients and staff alike. Health is influenced by the interconnectedness of genetics, behavior, environment, medical care, and social factors. A rapidly aging population is another contributing factor that's expected to require increased access to health care given chronic medical conditions. These factors put pressure on an already strained healthcare system that's not equipped to safely handle the rising acuity.

This necessitates the establishment of minimum staff to patient ratios for hospitals, care homes, and dialysis facilities. Nursing is emotionally, physically, and mentally taxing given the constant critical thinking required to take care of increasingly sick patients. We take our jobs very seriously and take pride in our work. It's a privilege to take care of our communities. Unfortunately as it stands we're not able to do our jobs to the best of our abilities as a result of issues with staffing.

We're constantly running short nursing aides which are vital to the interdisciplinary team as they assist in bathing, feeding, turning, and are often the first team members to see patients while they're taking vital signs and recognize if the patient appears different than their baseline. We are constantly getting an influx of travel nurses which helps with the nursing staff shortage, however our travel nurses are expected to know the ins and outs of the hospital within days of arrival which poses safety concerns.

On our Oncology floor, there is a growing need for trained, experienced nurses in chemotherapy administration. We are training staff as quickly as possible, but in the interim there are days with minimal experienced oncology nurses responsible for being charge nurse, administer chemotherapy, assist other floors with Oncology related questions and oversee their own patient load. It is increasingly difficult to care for ourselves while we care for our patients with minimal time to use the bathroom, drink water, or eat. We have to use our peers to watch our patients while we try to take breaks which decreases the amount of staff on the floor. We have oncology admissions that come in for their scheduled chemotherapy sessions and are forced to wait in our overflow area until someone discharges and room opens up because the hospital is full and there is a constant influx of patients waiting for beds in the ER. We're constantly juggling a variety of roles without paying attention to any task completely which isn't a sustainable or safe practice and can lead to misinterpretation, misunderstanding, and detrimental health outcomes. We're constantly feeling rushed when caring for our patients, making it difficult to spend time with

someone when they're feeling emotionally overwhelmed, alone, and stressed about their medical prognosis.

We've been trained to believe this environment is the norm. We need to do better. We need to establish an environment of safety and ensure we're caring for staff and patients alike. We cannot continue at this current rate. We need better solutions that retain and value our nursing staff.

Thank you for supporting SB 1580,

Samantha Zepeda Silva, BSN, MSN, FNP.

SB-1580

Submitted on: 2/12/2023 12:41:37 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandra Talavera	Individual	Support	Written Testimony Only

Comments:

I commend the nurses and healthcare workers who have been working without breaks and working mandatory overtime, all for patient safety reasons. These conditions are not safe, they are not humane. How is it that an employer would demand this type of enforced labor conditions? These are not safe for patient care nor for the healthcare worker. The United States advocates for humane work conditions for third world countries. We need to also enforce basic humane, safe, working conditions for our citizens as well.

We also need staffing ratio guidelines that would enable us to give the appropriate care that we have been professionally trained to provide to each of our patients. I support this bill that provides for a working relationship between management and staff to come to an agreement on safe and appropriate patient/nurse ratios.

SB-1580

Submitted on: 2/12/2023 12:43:11 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Patrick Switzer	Individual	Support	Written Testimony Only

Comments:

Thank you Hawaii legislators for supporting SB 1580 and protecting the rights of healthcare workers and the safety of patients. I have worked as a bedside nurse in Honolulu for twelve years and have seen a steady erosion in working conditions to the point where many of my peers are actively looking for jobs that do not involve bedside care.

We are pushed to the breaking point doing our best to provide safe care to patients despite hospital administrators' unwillingness to provide us the resources, time, and staff to do our jobs in a safe and dignified manner. We are told over and over again that "Nothing else can be done" as if the poor working conditions are a force of nature rather than the consequence of the executives diverting resources from the bedside to their own pockets in the form of huge bonuses and perks.

Make no mistake, the health care corporations will oppose this bill with all their might because it holds them accountable for their greedy and short-sighted behavior. They will claim that the "Nursing shortage" or "Staffing shortage" is to blame, as if the laws of supply and demand magically do not apply to the healthcare industry. In reality there is a shortage of dignified working conditions, not workers. There are plenty of nurses and other healthcare workers willing to work at jobs in which they have a manageable patient load, are guaranteed meal and rest breaks, and compensated fairly. This is common sense, and SB 1580 would go a long way to reverse the trend of healthcare workers leaving the bedside in Hawaii and going elsewhere.

Thank you for supporting this important legislation, and please talk to as many frontline workers as you can to understand the scope of the problem and how this bill will help. In the end, it is the patients who suffer the most in a poorly managed hospital. This issue touches all of us, there is no escaping it. Yes on SB 1580!

Patrick Switzer, RN.

SB-1580

Submitted on: 2/12/2023 1:23:38 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Caron Badis	Individual	Support	Written Testimony Only

Comments:

Support

SB-1580

Submitted on: 2/12/2023 1:28:55 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Kimberly Wong	Individual	Support	Written Testimony Only

Comments:

I have been a nurse of Hawaii for 11 years, and I have worked in different fields from nursing home, clinics and hospitals and I have experience the unimaginable as a nurse. I became a nurse so I can help the sick, but it has been years where the help I can provide has been limited due to unsafe ratios and unsafe working hours/conditions.

11 years ago I was working in a skilled nursing facility or how some people calls it as nursing home. I loved all the grandparents who are my patient there, they gave me nothing but love and good life advise. I became really close to this one particular grandmother like she was my own. She was never married, so she has no family that visits her, the staff and the other patient are her family. Whenever we can get a small talk here and there, she often tell me that if she on her death bed, she doesn't want to die alone. At that time, I refered her to a social worker to be assessed, but I know in my heart I need to grant this wish of hers. Years went by and she got older and sick. One night I came in and got a report of her declining and would just sleep and has not been eating much, I know death is coming soon for her. I still remember my promise and would stay with her on my free time aka break time, making sure she is comfortable and felt cared for. The night of her passing, I failed to do what she had asked because I had 40 patient to look after to. This is the norm in a nursing home. 1 nurse to 16-40 patient is normalize that you just have to make it work. Now, imagine if this is your parents or sadly you. You're on your death bed and your nurse can't even spare any time to hold your hand and keep you company. Just imagine.

I am currently working as a acute dialysis nurses at a facility in Hawaii. I have been in this profession for 6-7 years. And during those years I have been mandated to work 16-23 hours a day due to shortage in staff. I never felt safe when i have to work under that circumstances. Imagine I am your nurse and I have been working 18 hours, do you think I can provide you with better care safely? Do you think I can critically think fast enough if you were to experience a symptom that can threatens your life? The answer is no. Cause during those long hours I was mandated to work, my only goal was to stay awake and dry home safely. Not once did I ever think of how you are feeling or how you are as a person. I feel bad and guilty at the end of those shift of who I become working long hours, when my oath is to do no harm. I failed myself as a nurse and failed the community to be their nurse. Dialysis nurses are looked down upon by the healthcare field, but we carry the most burden in working these cases. No breaks for 6-10 hours, no sleep more than 4 hours, getting kidney disease too as we failed to hydrate and take care of our own kidney working this unforgivable hours.

I write my testimony in hope you can help Hawaii to have a safer healthcare, cause Hawaii needs SB1580

SB-1580

Submitted on: 2/12/2023 1:30:02 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Kristen Serikaku	Individual	Support	Written Testimony Only

Comments:

Safe staffing is essential to providing safe patient care. Thank you for supporting SB 1580.

SB-1580

Submitted on: 2/12/2023 1:32:36 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Aina Iglesias	Individual	Support	Written Testimony Only

Comments:

Aloha,

I would like to thank all legislators who have supported and continue to support healthcare workers in Hawai'i. SB1580 is crucial as it would help our local community receive the safe care they need and deserve. As an employee of the nurses' union that represents over 4,000 healthcare workers including CNAs, LPNs, and RNs, I have found that many of my members suffer from unsafe staffing ratios and excessive mandatory overtime. It has become very dangerous not only for nurses, but for the patients too. I had many nurses who informed their managers that they are unfit and unsafe to work overtime, but were threatened if they denied the extra shift. One nurse told me she was almost involved in a car accident because she would fall asleep in the car after working a continuous 20-hour shift. I cannot emphasize enough how dangerous it is not having these laws protecting our frontline healthcare workers. I encourage all legislators who are given responsibility to hear this to pass the bill. Again, thank you for your continued support for our healthcare workers.

Mahalo,

Aina Iglesias

SB-1580

Submitted on: 2/12/2023 1:33:31 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
denise woods	Individual	Support	Written Testimony Only

Comments:

Aloha,

I have been a nurse for 22 years and I encourage you to pass legislation that mandates safe staffing ratios for hospitals. Big businesses (hospitals) will always do what's best for their bottom lines. Right now it is routine for a nurse to be given six patients. Sometimes they are even given seven patients. If a nurse is given 6 patients, this mean that each patient would get 10 minutes per hour of the nurses time. This includes all care AND charting. Charting takes at least 5 minutes, so this means the patient gets 5 minutes or LESS of direct care. This does not include ANY breaks or meals for the nurse. So if the nurse takes a break to eat or use the bathroom, her patients get even less care. This level of care is unacceptable. If patients are sick enough to be in the hospital they deserve more than 10 minutes per hour and nurses deserve to be able to eat and have breaks. This impacts everyone, it causes nursing burnout and limits our ability to attract qualified nurses to jobs in Hawaii. No good nurse wants to go home at the end of the day feeling like she failed to give good care because she was put in an impossible situation. It's the worst feeling as a nurse when you take time to teach and care for a patient properly (which takes more than 10 minutes per hour) that you are neglecting all your other patients because they will have less of your time. I can't tell you how many times I cried on my way home after a shift for just this reason. Being put in an impossible situation forced to give substandard care to all your patients because 10 minutes an hour is not enough. Please support mandatory nurse-patient ratios based on safety and research the way California does. How many patients a nurse is allowed to be assigned directly affects the care you and your family will (or will not) get. Please support quality care and safety.

Denise Woods, RN

SB-1580

Submitted on: 2/12/2023 1:34:55 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Daniel Lagana	Individual	Support	Written Testimony Only

Comments:

Nurses can provide better and safer care when they have smaller patient ratios. Hospitals need to be held accountable in making sure that they are adequately staffed and their staff gets appropriate breaks. By supporting these measures, our families and communities utilizing healthcare services will have better outcomes.

SB-1580

Submitted on: 2/12/2023 1:42:43 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
CHRISTINE NOBLE	Individual	Support	Written Testimony Only

Comments:

I support this bill to insure safe and quality care in Kauai

SB-1580

Submitted on: 2/12/2023 1:43:52 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Rachel Pahukoa-Malia	Individual	Support	Written Testimony Only

Comments:

As a Registered Nurse I fully support this bill to ensure Hawaii residents receive safe and quality care.

SB-1580

Submitted on: 2/12/2023 1:44:34 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sharmaine Sibayan	Individual	Support	Written Testimony Only

Comments:

Support

SB-1580

Submitted on: 2/12/2023 2:09:48 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Debrah Trankel	Individual	Support	Written Testimony Only

Comments:

It is imperative that safe staffing laws are put in place to protect our patients as well as our health care workers! Look at our Emergency rooms and tell us you'd be happy to have yourselves or family member there. It's statewide and the individual organizations will not make this a priority as they are looking at the bottom line.

SB-1580

Submitted on: 2/12/2023 2:14:04 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Erin Roman	Individual	Support	Written Testimony Only

Comments:

I'd like to say thank you to those who introduced this Bill and shown support for healthcare workers in Hawaii. As a currently employed nurse, I would like to express my support of SB1580. Safe staffing ratios will allow healthcare workers to provide the best possible care to their patients, which in turn improves health outcomes and saves lives. Many healthcare workers are burnt out from dealing with overwhelming workloads. I have personally experienced moral injury when I have felt like I have not been able to provide the level of care that I know my patients deserve. We want to see our patients thrive, we want to be able to take the time to connect with people and help them navigate their illness and contribute to their healing, we want to do everything it takes to prevent our patients from being harmed and in order to accomplish this, we need the proposed mandates to be put in place. When our workload is too great, there's only so much we can do and that is a difficult burden to carry. SB1580 will not only improve working conditions for healthcare workers, but will also improve the safety of everyone in our community who seeks care. Thank you for your consideration.

SB-1580

Submitted on: 2/12/2023 2:14:53 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Sarah Lagana	Individual	Support	Written Testimony Only

Comments:

Nurses work 12+ hour shift. They need bathroom & lunch breaks. Also need a patient nurse ratio that's benefits the patient & nurse. I am support of SB1580

sarah Lagana

SB-1580

Submitted on: 2/12/2023 2:19:19 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Carisa Pangilinan	Individual	Support	Written Testimony Only

Comments:

Thank you Hawaii Legislature for supporting Healthcare workers in Hawaii. I ABSOLUTLY SUPPORT SB 1580. Legislature is needed to ensure Hawaii residents will recieve safe care in local healthcare facilities. Unsafe staffing has lead to nurses unable to take breaks during their 12hr -16 hr shifts and this a reason why there are burn out in nurses. There is need to change this environment for nurses in order to continue to care of Hawaii community. We also need to hold hospitals accountable to make sure nurses who work in the frontline their concerns are addressed. By putting this into law it will protect our frontline workers.

SB-1580

Submitted on: 2/12/2023 2:20:41 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Katie Dyson	Individual	Support	Written Testimony Only

Comments:

Support our local healthcare workers by passing this important legislation.

SB-1580

Submitted on: 2/12/2023 2:20:47 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Tamara Henderson	Individual	Support	Written Testimony Only

Comments:

I have been a registered nurse for over 16 years. I have worked in multiple hospitals on the island of Oahu. The job of taking care of patients is important in the sense of safety as mistakes could be detrimental to patient outcomes. The longer the work hours, the likelihood of mistakes and decline in quality of patient care goes down. This has been widely studied and clinical studies support this decrease in productivity. Decrease in productivity when you have patient lives in your care is why there are concerns over mandatory overtime and patient ratios. The more patients under a nurse's care, or any other healthcare worker, makes it more difficult to manage the monitoring and tasks that are needed to stabilize patients. Many departments do not have ratios, such as ER, and sometimes inpatient units. I became a nurse for the reason of saving lives and helping others. The way that healthcare has changed over the years, just makes it more and more challenging to accomplish this. I am in support of safe established nurse to patient ratios and not mandating overtime in order for healthcare to maintain safety for patients that we are caring for. Thank you for your time and attention to safety.

Chair Sharon Moriwaki
Vice Chair Chris Lee

Senate Committee on Labor & Technology

Chair Joy San Buenaventura
Vice Chair Henry Aquino

Senate Committee on Health & Human Services

Monday, February 13, 2023
3:10PM

**TESTIMONY IN STRONG SUPPORT OF SB1580 RELATING TO LABOR
STANDARDS AT HEALTHCARE FACILITIES**

Aloha Chair(s) Moriwaki and San Buenaventura, Vice Chair(s) Lee and Aquino, Members of the Senate Committee(s) on Labor & Technology and Health & Human Services,

My name is Jun Shin, I am a recent graduate of the University of Hawai‘i at Mānoa and a member of the Hawai‘i State Youth Commission. I am testifying as an individual and one of many, many people who have been under a nurse’s care at some point in their life, in **STRONG SUPPORT** of **SB1580**, Relating to Labor Standards at Healthcare Facilities.

Our nurses (and other healthcare workers) are being overworked and stretched thin. This was notably revealed to a larger number of people during the worst stages of the COVID pandemic, but it has been happening before the pandemic and it is very much happening now. The legislature needs to fight for the very people who keep our hospitals running, the ones we called heroes for risking their lives to care for us during the pandemic. The fact that workers who are devoting themselves to care for others don’t have the most basic labor protections and standards around staffing, breaks, and overtime is frankly heart-breaking, it’s just wrong. All the profits and respect that hospitals and the larger healthcare system here in Hawai‘i receive, would not be possible without the workers.

Nurses will be there from the time of our birth to even the time of our deaths, taking care of us each step of the way. We need to in turn make sure that they work in safe conditions and actually get the support they need to do their jobs for a long time. Please **PASS Senate Bill 1580** out of your committee.

Mahalo for the opportunity to testify,

Jun Shin,
State House District 23 | State Senate District 12
Cell: 808-255-6663
Email: junshinbusiness729@gmail.com

Senator Sharon Y. Moriwaki
Committee on Labor and Technology

Senator Joy A. San Buenaventura
Committee on Health and Human Services

Senate Bill 1580 (Conference Room 224, 3:10 pm, February 13, 2023)

IN SUPPORT

My name is Imelda Leung and I have been a nurse for over 18 years in Honolulu. I am testifying in my individual capacity and **in support of Senate Bill 1580**.

There are numerous issues prevalent in local hospitals that compromise the care of patients and safety, such as inadequate staffing, lack of meal breaks, and a high level of burnout among nurses that ultimately result in nurses leaving hospitals.

Over the course of my career, I have worked many 12-hour and multiple 16-hour shifts without any breaks. It is extremely difficult to do my job when I am unable to eat or drink anything while being on my feet for 12 or 16 hours straight. These circumstances create a much higher likelihood of medical errors. In situations where I was able to take a break, the nurse taking over my patients would then be responsible for a double load of patients, again creating an unsafe situation where unpredictable events can occur. The COVID-19 pandemic exacerbated existing short staffing issues, resulting in nurses taking on numbers of patients above that considered as the normal standard of care.

As stated above, I have experienced years of staffing shortages on the floor and missed many meal breaks. After 10 years, I left the hospital and transferred to a clinic, where the opportunities for breaks are more consistent. Many of my former colleagues have followed suit, leaving hospitals with a dearth of veteran nurses.

The State should pass Senate Bill 1580 to help mitigate these issues. Hospitals may blame this on “staffing shortages,” but those staffing shortages are a direct result of the unsafe working conditions that the hospitals have consistently failed to address or fix. As many nurses move to the mainland for higher wages and better working conditions, the health of our population will decline and health care costs will continue to rise. Nurses deserve consistent meal breaks and safer working conditions to ensure a healthy workforce and a healthy State.

Thank you for this opportunity to testify,

Imelda Leung
Email: melleung21@gmail.com

SB-1580

Submitted on: 2/12/2023 2:48:20 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Paul Silva	Individual	Support	Written Testimony Only

Comments:

Nurses deserve to get a break. It helps improve patient care. We deserve to be able to be hydrated and rested in order to take care of our patients to our best ability. There are states that have mandatory breaks for nurses. Nurses are moving to those states for better working conditions. Help keep nurses in Hawaii! Allow us the proper breaks and lunch breaks that we deserve

SB-1580

Submitted on: 2/12/2023 3:03:16 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Leah	Individual	Support	Written Testimony Only

Comments:

I am writing in support of SB1580. As a bedside nurse of over 25 years here in Hawaii, I have seen the decline in the care that is provided to our patients and the burnout of nurses that are providing care at the bedside. In a study that was published in the International Journal of Nursing Studies, it was found that for every extra patient assigned to a nurse's caseload, the mortality risk for patients increases by 7%. It also found that in addition to the mortality risk, 10% of the amount of care was left undone. Patients suffer and nurses are burnt out not being able to provide quality care for their patients. Nurses are leaving the bedside in droves. If you want to keep nurses at the bedside here in Hawaii, please, please, please hear HB 1580. Your family and friends here in Hawaii deserve it.

Mahalo,

Leah Akana, RN, BSN

Sent from my iPhone

SB-1580

Submitted on: 2/12/2023 3:28:46 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Lorraine	Individual	Support	Written Testimony Only

Comments:

Support no mandatory OT for the safety and well-being of both patients and healthcare workers.

SB-1580

Submitted on: 2/12/2023 4:12:37 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Patricia Jolly	Individual	Support	Written Testimony Only

Comments:

I firmly support this bill.

LATE

SB-1580

Submitted on: 2/12/2023 7:42:59 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
L.Schier	Testifying for Hawaii Nurses Association	Support	Written Testimony Only

Comments:

This bill links directly to PATIENT SAFETY.

LATE

Dear Legislators,

I am a Staff Nurse for 31 years. As nurses cared for you during the Covid pandemic putting our lives on the line we now ask for your help. Safe staffing, time to eat, and not being forced to work extra shifts are basic human rights.

At the beginning of the pandemic, personal protective equipment for healthcare workers was in short supply and no one knew how dangerous Covid-19 was. Nurses were afraid of dying and of bringing Covid-19 home to their families. Some even slept in tents in their yard while they waited for a test [result](#)

In order to decrease the spread of Covid -9 healthcare facilities limited who would routinely go into an infected patient's room to nursing and respiratory therapy. I should add that housekeepers were also at risk because they had to clean the rooms.

We humbly ask you to pass SB 1580 out of committee.

Thank you,

Joan Craft RN



Safe Staffing Fact Sheet

When nurses and caregivers are assigned to care for too many patients, patients are at risk. Healthcare administrators are forcing nurses and caregivers to take on 9, 10, or even more patients at once.

There is a solution: safe nurse- and caregiver-to-patient ratios. Safe staffing saves lives and can help save money for our healthcare system.

1 Safe Staffing Saves Lives

- The number of patients assigned to a nurse and caregiver has a direct impact on our ability to appropriately assess, monitor, care for and safely discharge our patients.
- Outcomes are better for patients when staffing levels meet those established in California. Research demonstrates lives are saved, quality of care is improved and hospital stays are shorter in other states, when hospitals meet the CA staffing benchmarks (*Health Services Research, 2010*).
- Hospitals which routinely staff with 1:8 nurse-to-patient ratios experience five additional deaths per 1,000 patients than those staffing with 1:4 nurse-to-patient ratios (*Journal of the American Medical Association, 2002*).
- The odds of patient death increase by 7% for each additional patient the nurse must take on at one time (*Journal of the American Medical Association, 2002*).

2

Safe Staffing Reduces Adverse Patient Outcomes in Hospitals and Nursing Homes

- When registered nurse staffing is increased by only 5%, the number of adverse events, including pressure ulcers, catheter-associated urinary tract infections, hospital acquired injuries, air embolism, blood incompatibilities, vascular catheter associated infections and mediastinitis following coronary bypass graft, are reduced by 15.8% (*Quality Management in Health Care, 2010*).
- Hospitals with lower nurse and caregiver staffing levels have higher rates of pneumonia, shock, cardiac arrest, urinary tract infections and upper gastrointestinal bleeds; all leading to longer hospital stays, increased post-surgical 30-day mortality rates and increased rates of failure-to-rescue, i.e. death of a surgical patient following a hospital-acquired complication (*Agency for Healthcare Research and Quality Pub. No. 4-0029, 2004*).
- In nursing homes, safe staffing standards have a positive impact on both facility processes and on resident outcomes, for example, fewer facility deficiencies for poor quality and improved functional status of the residents (*Health Services Research, 2012*).
- There is a correlation between unsafe staffing and high nurse and caregiver turnover, and in nursing homes research has also shown that as staff turnover increases, the quality of resident care declines which results in more frequent use of restraints, urinary catheterization, and psychoactive drugs; increased risk of contractures, pressure ulcers and other adverse patient outcomes (*Gerontological Nursing, 2008*).

3

Safe Staffing is a Cost-Effective Way to Improve Patient Care and Can Lead to Savings for Hospitals and our Healthcare System

- In California, hospital income rose dramatically after safe staffing standards were implemented, from \$12.5 billion from 1994 to 2003, to more than \$20.6 billion from 2004 to 2010. Not one California hospital closed because of ratio implementation.
- When compared to other ‘life-saving’ interventions, nurse staffing is a cost-effective way to improve patient care. (*Nursing Administration Quarterly, 2011*)
- Safe staffing reduces turnover in hospitals. Inadequate staffing levels are correlated with staff turnover and poor patient satisfaction. The average cost to replace an RN ranges up to \$88,000. (*Nursing Administration Quarterly, 2011; The Journal of Nursing Administration, 2008*)
- Safe staffing in hospital intensive care units saves lives. A nurse-to-patient ratio of 1 RN to 1.5 patients (or less) is independently associated with a lower risk of in-hospital death. Higher nursing care hours per ICU patient day significantly contribute to prevention of Central Line-Associated Bloodstream Infections. (*Critical Care Medicine, 2014; Nursing Care, 2013*)
- When regular (non-overtime) RN staffing is higher on a unit, patients report higher quality discharge teaching and are less likely to be readmitted within 30 days—saving patients and their insurers \$608 per patient hospitalized. (*Health Services Research, 2011*)
- Increased staffing helped hospitals reduce penalties for avoidable readmissions. For Medicare patients with heart attacks, heart failure or pneumonia, this study found hospitals with high nurse-staff ratios had 25% lower odds of being penalized and 41% lower odds for the maximum penalty for readmissions by CMS (*Centers for Medicare & Medicaid Services*). (*Health Affairs, 2013*) based on quality of care (*CMS.gov, 2013*).

4

Research Establishes Ratios and Hours of Care

- The hospital nurse-to-patient ratios in NYSNA’s proposal are based on peer-reviewed academic research, evidence-based recommendations from scholarly entities and lessons learned from California’s experience implementing nurse and caregiver staffing ratios. The minimum care hours specified for nursing homes are also based on research evidence and the recommendations of the Institute of Medicine’s report, *Keeping Patients Safe: Transforming the Work Environment of Nurses (2004)*.

Proposed Ratios

The nurse to patient ratios specified are predicated upon maintenance of essential direct care partners of the interdisciplinary team. Existing practice and patterns of staffing of LPNs, CNAs, PCTs and other direct care personnel shall not be reduced in the implementation of the RN to patient ratios.

Higher acuity in many hospital units dictates additional essential direct care partners and therefore each staffing plan shall include all members of the interdisciplinary direct care teams. The Commissioner, New York State Department of Health, shall issue regulations and minimum direct care staff to patient ratios necessary to support the provision of quality care.

Below are the specific nurse to patient ratios.

All Intensive Care	1:2
Emergency Critical Care	1:2
Trauma Emergency Unit	1:1
Operating Room	1:1
Post-Anesthesia Care	1:2
Labor—Stage 1	1:2
Labor—Stage 2 & 3	1:1
Antepartum	1:3
Non-Critical Antepartum	1:4
Newborn Nursery	1:3
Intermediate Care Nursery	1:3
Postpartum couplets	1:3
Postpartum mother-only	1:4
Well-Baby Nursery	1:6
Pediatrics	1:3
Emergency Department	1:3
Step-Down & Telemetry	1:3
Medical/Surgical	1:4
Acute Care Psychiatric	1:4
Rehabilitation Units	1:5

SB-1580

Submitted on: 2/12/2023 8:45:45 PM

Testimony for HHS on 2/13/2023 3:10:00 PM



Submitted By	Organization	Testifier Position	Testify
Alyx Montibon	Individual	Support	Written Testimony Only

Comments:

It should be a set standard to have safe staffing on EVERY shift, including nights and weekends that are not including supervisors and managers. In specialty units, it is difficult to depend on people that are not familiar with the unit or those situations. Being a new to hospital nurse, it is important for me to have safe staffing on all shifts.

Having unsafe staffing ratios makes coming to work difficult and it takes a toll on my mental health. I find it hard to learn and want to keep coming to work knowing that there are only two of us in our unit. You never know what may walk through the door at any time and having only two of us can turn any situation very stressful and opens a lot of oppourtunities for error. I work in a small rural hospital in a small town, I personally drive over an hour to come into work, as do a lot of my coworkers, so even if we were to call someone into come help, help wouldnt arrive in a timely matter and when staffing is short it makes the situation worse.

LATE

SB-1580

Submitted on: 2/12/2023 11:06:47 PM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
junko	Individual	Support	Written Testimony Only

Comments:

Need at least 3 RN minimum staffing standards in FBU to be able to perform a shift based staffing plan uninterrupted meal or consistent overtime.

LATE

SB-1580

Submitted on: 2/13/2023 12:14:02 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Nancy Ravelo	Individual	Support	Written Testimony Only

Comments:

Aloha Distinguishes servants of the people Unfortunately much of our health care has become FOR PROFIT. That means that how much money can be made by a company gets in the way of the care of our sick family members friends and neighbors. Profit driven healthcare creates cutting corners when it comes to the well being of patients and those such as nurses and other staff to be abused by their employers. So now lawmakers are asked to intervene to bring righteousness to the floor and protect the workers that you were elected to serve. Please for a moment think if you or a loved one is being carefore by someone who hasn't had the time to properly nurish themselves or that they are sleep deprived due to unsafe mandatory overtime. Would you want to in trust your life or your love ones life to an institution that values profit over safety. It's your commitment to US to remedy this injustice. Please support this bill.

LATE

SB-1580

Submitted on: 2/13/2023 1:01:03 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Helene Gibson	Individual	Support	Written Testimony Only

Comments:

Safe standards for nursing is essential to provide safe and effective care for patients.
Understaffing illicit nursing burnout and emotional distress.

Coming from the mainland to work in critical access I was saddened at the lack of staffing but more so the lack of help from those who can make changes and do not.
Inappropriate staffing leads to inappropriate care and our patients deserve better.

LATE

SB-1580

Submitted on: 2/13/2023 7:01:13 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
stephanie ho	Individual	Support	Written Testimony Only

Comments:

I've been working as a nurse in a busy hospital for 10 years. We've gone through times where we are staffed well and times when we are short staffed and having to constantly ask people to do overtime or run short. Even with being staffed according to the matrix it is very busy with caring for patients then also having to do the extra things required by administration. We are spread thin. It's patient safety here.

running short on a unit means patients might not get walked which is important to prevent complications and immobility. It means patients may sit soiled longer which is not good for the skin, infection or dignity. it means patients may lay there longer in pain. It means there's a higher chance something could be missed. It means the nurses are tired.

Its difficult to get applicants to fill posted positions. If it is required to meet minimum staffing requirements then the state should also work with the hospitals to make this successful. Travelers can be hit or miss. They may be great nurses but there are so many benefits to having dedicated staff to one unit.

our matrix is based off of units similar to ours in mainland hospitals. That is definitely a good starting point but times are changing and the matrix should be revisited at least every 2 years. If there will be requirements then what do you plan to base it off of? Maybe work with the hospitals to help with the staffing shortage first.

LATE

SB-1580

Submitted on: 2/13/2023 7:11:35 AM

Testimony for HHS on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Carol Anne Philips	Individual	Support	In Person

Comments:

Dear Honorable Legislatures,

Please pass this bill out of committee and allow nurses our front-line nurses to be heard. If COVID-19 taught us anything we need to take care of our nurses so they can take care of us.

Respectfully,

Carol Anne Philips - Haleiwa

SB-1580

Submitted on: 2/13/2023 7:55:06 AM

Testimony for HHS on 2/13/2023 3:10:00 PM



Submitted By	Organization	Testifier Position	Testify
Noelle Yoza	Individual	Support	Written Testimony Only

Comments:

First off, thank you to the Legislature for supporting Healthcare workers in Hawaii. I am supporting SB 1580. I feel that this legislation is needed to ensure Hawaii residents will receive safe care in local healthcare facilities. As a nurse, I have been directly impacted by unsafe staffing ratios and not been able to take breaks during a 12+ hour shift in the hospital. Having too many acutely ill patients to care for makes giving the appropriate care and attention to each impossible. I have been impacted by physical injury trying to care for someone alone because there was no help available. I have also been impacted by burnout by the constant stress of the situation. Without adequate staff numbers, and adequate staff experience and knowledge, patients will not be given the best care. This legislation would help to ensure healthcare is safer in Hawaii.