

**RESOLUTION**  
**National Federation Assembly**  
May 16 -17, 2011

**RESOLUTION: # 004**

**SUBJECT: Support for Nurses And Other Workers Collective Bargaining and Free Speech Rights**

**Whereas,** recent and continuing legislative actions in several states and in Congress that seek to remove and/or significantly limit the collective bargaining and free speech rights of public employees, including registered nurses, appears to be developing into a national trend, and

**Whereas,** in some instances, these actions have circumvented normal legislative and democratic processes, and

**Whereas,** Registered Nurses bargain not only for wages, but as importantly, for improvements that address both patient safety and workplace safety, and

**Whereas,** the American Nurses Association Code of Ethics for Nurses (2001) calls on the nursing profession to promote the health, welfare and safety of all people and to maintain a health care environment and employment conditions that are conducive to the provision of quality health care, and

**Whereas,** support for nurses' rights to advocate through individual or collective action for improved working conditions and optimal patient care is consistent with the values of the profession, and

**Whereas,** turning back the clock on established workplace rights will not solve the budget crisis faced by many states, and

**Whereas,** NFN is very concerned that this erosion of a balanced system of rights and obligations will impact the current and future rights of nurses – as health care professionals and employees – to advocate on behalf of their patients, families, communities, as well as themselves, and

**Whereas,** NFN is concerned about political actions taken to address state budgets that weaken the ability of all registered nurses, including publicly employed registered nurses, to freely advocate for the best work environment to deliver safe, quality nursing care services,

**Be it Therefore, Resolved**

That the 2011 NFN Federation Assembly requests that the NFN Board of Directors and Staff take the following actions:

1. That NFN issue a position statement consistent with NFN's strong commitment in support of nurses' and other worker's rights to form and operate unions and collectively bargain economic and general welfare, and practice environment improvement that foster safe, quality care for patients,
2. Support nurses at the state level in protecting their rights to bargain and advocate for workplace conditions,
3. Educate NFN members and the public about the impact to patient and nurse safety as it relates to the nurses' ability to bargain for working conditions, and
4. Work with the NFN NLOs, other unions and coalition partners to protect nurses' rights to bargain and advocate for safe, quality working conditions.