

Submitter: Iryne Tran RN  
On Behalf Of:  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB2792

RE: Support for HB 2792

To the House Committee On Labor and Workplace Standards,

Nursing is not an easy job. To remain in this profession, you have to be strong and dedicated to your profession. As a nurse, I have dedicated my career to providing care and advocating for the well-being of patients. However, ensuring quality patient care is not just an individual responsibility-it is dependent on fair working conditions, adequate staffing, and the ability of healthcare workers to advocate for themselves and their patients without fear of financial devastation.

Strikes and labor disputes are not decisions taken lightly, especially in healthcare, where patient safety is our top priority. When nurses and other healthcare workers engage in labor actions, it is often in response to unsafe staffing ratios, lack of resources, and unfair labor practices that compromise the quality of care we can provide. The right to stand up for safe working conditions should not come with the penalty of financial ruin. Employers and workers are not on the same playing field - employers are paid throughout a strike and can often starve workers like myself out. This creates an unfair advantage for employers, discouraging workers from using their legal right to collective action.

There are groups of nurses who seek out jobs as strike nurses due to the financial gain they are offered by these hospitals. The amount of money spent on these strike nurses contracts surpasses how much it would cost the hospital to provide a fair contract to their own nurses. Yet, these hospitals continue to claim that what we considered a fair contract is not "financially sustainable".

I highly encourage a house bill which would require hospitals and health systems to disclose how much money they pay to replace healthcare workers when we go on strike to secure fair contracts. Employers have access to their employee's income which gives them the advantage of knowing how much money lost during strikes and weaponize it to force workers back with unfair contracts. With a bill to require hospitals to disclose money spent on replacing workers, it will put both sides on the same playing field to fight fair.

Sincerely  
Iryne Tran