



HB905: The Safe Staffing Act of 2025  
Position: **FAVORABLE**

Madame Chair and Members of the Senate Finance Committee,

My name is Brige Dumais. I'm the Political Coordinator with 1199SEIU - the largest healthcare workers union in the nation. Over 5,000 of our members work in dangerously understaffed hospitals across the state. Their experiences prove that **short staffing is pervasive and can have serious consequences on both quality of care and workplace safety**. When I ask workers to describe the impacts of short staffing, the common themes are delayed patient care, burnout, and that workers are not heard when they raise alarms about this crisis. **I urge a favorable report on HB905 to enable worker driven solutions for safe staffing.**

At a hospital where 1199SEIU represents members, there were not enough workers in the behavioral health unit to do patient wellness checks every 15 minutes. Tragically, a patient committed suicide in the hospital. At Capital Region Hospital, a member of 1199 was brutally beaten by a patient. She was the only worker on the floor, no one was there to intervene and de-escalate. Our member was so injured and bloodied that she couldn't get herself up, so another patient had to go get help. **Short staffing is traumatic for both workers and patients.**

When workers' ideas are *not* incorporated into staffing plans, as is current practice without HB905, management often comes up with solutions that are unsuccessful because they just look at metrics and don't think about workers as human beings. One hospital's attempted solution was to change workers' shifts so that there would be staggering times for clocking in and out, and to require workers to come in every other weekend. That plan backfired. Workers struggled with childcare and transportation due to the schedule changes. Ultimately, MORE workers called out or quit because of the increased burden on their lives. **The Safe Staffing Act not only gives workers a voice, it gives hospitals the benefit of implementing staffing plans that will actually work.** Please vote YES. Thank you.

In Unity,

Brige Dumais, [bridgette.dumais@1199.org](mailto:bridgette.dumais@1199.org)