

~~RESOURCES WITH REGARD TO CAREER LADDERS AND PERFORMANCE APPRAISALS, RECRUITMENT AND RETENTION, QUALITY MANAGEMENT AND PERFORMANCE IMPROVEMENT, DISASTER PLANNING, RISK MANAGEMENT, AND INSTITUTIONAL REVIEW BOARD ACTIVITY;~~

~~(4) THE RIGHT TO FINANCIAL COMPENSATION, BENEFITS, AND A RETIREMENT PACKAGE THAT IS COMPARABLE TO THAT RECEIVED BY OTHER PROFESSIONALS WITH EQUIVALENT EDUCATION AND TRAINING;~~

~~(5) THE RIGHT TO MANAGE AND PRIORITIZE THEIR PERSONAL AFFAIRS;~~

~~(6) THE RIGHT TO A WORK ENVIRONMENT THAT IS SAFE AND THAT SUPPORTS AND FACILITATES ETHICAL PRACTICE IN ACCORDANCE WITH ESTABLISHED STANDARDS OF PRACTICE AND THE CODE OF ETHICS FOR NURSES AND ITS INTERPRETIVE STATEMENTS;~~

~~(7) THE RIGHT TO BE FREE FROM PENALTY FOR EXERCISING PROFESSIONAL JUDGMENT THAT PRIORITIZES THE HEALTH AND SAFETY OF PATIENTS, COLLEAGUES, AND OTHER STAFF;~~

~~(8) THE RIGHT TO REFUSE ASSIGNMENTS THAT COULD COMPROMISE THE HEALTH, SAFETY, AND WELL BEING OF PATIENTS, NURSES, OR BOTH, EVEN IF THAT DECISION NECESSITATES THE TEMPORARY CLOSING OF BEDS OR UNITS IN A FACILITY, THE CANCELLATION OF ELECTIVE ADMISSIONS OR SURGERIES, OR A TEMPORARY CESSATION IN THE ADMISSION OF PATIENTS TO ANY AREA OF THE FACILITY UNTIL THE SAFETY OF THE PATIENTS, NURSES, OR BOTH, IN THE AFFECTED AREA IS NO LONGER POTENTIALLY COMPROMISED;~~

~~(9) THE RIGHT TO WORK COLLABORATIVELY WITH MANAGEMENT ON REASONABLE STAFFING PLANS AND SYSTEMS FOR MEETING STAFFING REQUIREMENTS;~~

~~(10) EXCEPT FOR NURSES IN COMMUNITY BASED CARE, THE RIGHT TO BE FREE FROM INVOLUNTARY OVERTIME; AND~~

~~(11) THE RIGHT TO BE FREE FROM RETRIBUTION AS DESCRIBED IN § 8-708 OF THIS TITLE; AND~~

~~(12) THE RIGHT TO WORK AS AN EMPLOYEE OR INDEPENDENT CONTRACTOR.~~

~~8-708.~~

~~(A) A NURSE'S EMPLOYER MAY NOT TAKE RETRIBUTION AGAINST THE NURSE BECAUSE THE NURSE:~~

~~(1) DISCLOSES OR INTENDS TO DISCLOSE TO A MANAGER, PRIVATE ACCREDITATION ORGANIZATION, OR PUBLIC BODY AN ACTIVITY, POLICY, OR PRACTICE THAT THE NURSE REASONABLY BELIEVES TO BE IN VIOLATION OF A LAW, REGULATION, OR PROFESSIONAL STANDARD OF PRACTICE AND THAT THE NURSE REASONABLY BELIEVES POSES A RISK TO THE HEALTH, SAFETY, OR WELFARE OF A PATIENT OR THE PUBLIC;~~