

LSBN Statement on Employment Issues

LSBN has received numerous queries in response to COVID-19 as it relates to licensees' ability to terminate employment during the pandemic and whether that could be considered a violation of the Nurse Practice Act. We understand that these are very difficult times and that nurses are being pulled in many directions particularly regarding loyalty to their employer and concern about their own health and their family's health. LSBN has no regulatory authority over the employment relationship that nurses have with their employers. It is not a violation of either the Nurse Practice Act (R.S. 37:911 et seq) or LSBN's rules (LAC 46:XLVII.Subpart 2. Registered Nurses) for a nurse to resign from his/her current employment at any time. LSBN does not have authority over employment issues; however, there may be instances in which the underlying facts give rise to an employment issue and a Nurse Practice Act violation. Regarding patient abandonment, an article was published in *The Examiner* identifying that there is a difference between patient abandonment and employment abandonment:

<http://www.lsbns.state.la.us/Portals/1/Documents/Examiners/ExaminerNo22013.pdf>.

That said, our healthcare system is in a critical situation at this time and needs all the nurses we can get to handle the COVID-19 health crisis. We hope that all nurses will have these important conversations with their own employers and work together to make the working environment as supportive as possible during this difficult time. LSBN will continue to be here to support you with these and other challenging situations.