

Minnesota Senate
Senate Labor Committee
95 University Ave. W.
St. Paul, MN 55103

Dear Chair McEwen and Members of the Senate Labor Committee,

My name is Jessica Busselman, and I have been a nurse for several years. When I first entered this profession, I felt confident that I could provide the care my patients needed. Now, I come to work feeling anxious before I even step onto the floor, knowing we are already short-staffed. Due to “benchmarking” and cost-cutting decisions made by hospital administrators that have never set foot on the floor, nurses are expected to do more with fewer resources, fewer nursing assistants, and reduced patient supports, all leading to widespread burnout and moral injury.

Nurses are drowning. The workload has increased while staffing levels have decreased, forcing us to simply check boxes to get through the day. Breaks are impossible because there’s no one to safely cover our patients. The emotional toll is just as severe—when I should be providing comfort and support to a devastated patient, I’m pulled away by alarms, medication schedules, and emergencies that never stop. We are no longer allowed to truly care for patients; we are expected to provide the bare minimum of service, all while knowing that this system is driving experienced nurses away from the profession.

Retention is becoming impossible under these conditions. Nurses are physically exhausted, emotionally drained, and morally injured from being unable to provide the care we were trained to give. This job has always been hard, but the increasing workload and decreasing support make it unsustainable. Hospitals are short-staffed because they have made bedside nursing an unbearable career.

If we want to recruit and retain skilled nurses, we must stop pushing them to their breaking point. I urge you to support policies that ensure safe staffing, protect nurses' well-being, and make bedside nursing a sustainable career again.

Thank you for your time,

Jessica Busselman, RN
Prior Lake, MN