

# NURSE HUSTLE

**RECRUITMENT**

**MAGAZINE: ISSUE 4**

**HUSTLER  
BEHIND  
THE HUSTLE -  
ALEXANDRIA  
TORAIN**

**SAFE HARBOR  
FOR UNSAFE  
NURSING  
ASSIGNMENTS**

**CELEBRATING  
BIRTHDAYS**

**NEW  
NURSE HUSTLE  
COLLECTION**

**TRAVEL NURSE  
PLANNERS**



**[WWW.NURSEHUSTLE.COM](http://WWW.NURSEHUSTLE.COM)**

# CONTENTS

HUSTLER OF  
THE MONTH  
3

NURSE  
HUSTLE  
COLLECTION  
4

HUSTLE  
BIRTHDAY  
CALENDAR  
5



**3  
HUSTLER OF THE MONTH**

**4  
NURSE HUSTLE COLLECTION**

**5  
HUSTLE BIRTHDAY CALENDAR**

**7  
HUSTLER BEHIND  
THE HUSTLE**

**8  
SAFE HARBOR FOR UNSAFE  
NURSING ASSIGNMENTS**

**9  
PER DIEM**

**9  
HOT JOBS**

**15  
TESTIMONIALS**

**16  
WATCH US LIVE**

**17  
HUSTLE QUOTE**

# HUSTLER OF THE MONTH



Family photo of Rebecca, her daughters and granddaughters!

**Name:** Rebecca Fine-Comas, RN  
Supervisor

**Describe yourself in 3 words**  
Empathetic, Organized, Friendly

**How long have you been a nurse?**  
20 years

**What made you want to start a career in nursing?**  
My grandmother was in a hospice center and the nurses were so compassionate. I was in my early 20's and knew I would go back to school and get my degree in nursing!

**What's been your favorite part about working with Nurse Hustle Recruitment?**  
My favorite part is the management team! Always super friendly and helpful! They actually care about me and my needs!

**What's the secret behind your hustle?**  
My children and my grandchildren! I want to provide a lifestyle for them that includes making as many memories as possible!  
Work hard, play harder!

*Rebecca Fine-Comas,*  
RN Supervisor

TOP Left to right (Daughters): Alexis, Michala, Rebecca (center), Eva, and Haylee  
BOTTOM Left to right (Granddaughters): Chana, Charlie, and Ellie!

# THE TRAVEL NURSE COLLECTION

Nurse Hustle will be launching a line of incredible  
Travel Nurse Products!

*Complete Travel and  
Work Swag!!*



[www.nursehustle.com](http://www.nursehustle.com)

# HUSTLE BIRTHDAY CALENDAR

## SEPTEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12 Fatimah Mulrain, RN	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29 Tracey McCarthy, RN	30	

## OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 Alexandria Torain, HR Manager
2	3	4	5	6	7	8
9	10	11	12	13	14 Timofey Kozlov, RN	15
16	17	18	19	20	21	22
23 Pavel Shavlovsky, RN	24 Angela Anderson, RN	25	26	27	28	29
30	31					

# HUSTLE BIRTHDAY CALENDAR

NOVEMBER	Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4 Latasha Harris, CEO	5
	6	7	8	9 Ciara Berrios-Vega, RN	10	11	12 Keshon King, Staffing Coordinator
	13 Loving Ihenacho, RN	14	15	16	17	18	19
	20	21	22	23	24	25	26
	27 Gratious Mushura, RN	28 Sindy Leonce, RN	29	30			



# HUSTLER BEHIND THE HUSTLE



*Alexandria Torain*

HR Manager

**“Hustle is about having the discipline to be uncompromising with your ambition.”**

Nurse Hustle Recruitment wouldn't be the same without it's HR Manager, Alexandria (Alex). Working mostly behind the scenes to maintain company records and ensure everyone is paid on-time, Alex is certainly an integral member of the team. She has her hands in every aspect of the business and is always available to resolve any issues that may arise. With a background in compliance and customer service, her role with NHR is a match made in heaven. When she's not hustling with NHR, you can catch her on a dinner date with her husband or travelling with friends and family.

## **What it Means to Hustle**

For me, hustling is showing up for yourself every... single...day and showing out while doing so!

You have to be relentless to reach your goals and to ultimately achieve the dreams you have envisioned. Hustle is about having the discipline to be uncompromising with your ambition.

## **Looking Towards the Future**

*I am looking forward to Nurse Hustle becoming a household name within the healthcare staffing/recruiting industry. Every chance I get, I'm promoting what we offer. You never know who may be in your circle that knows someone in need of staffing or looking for their next job opportunity. It has been a great experience getting to know the ins and outs of this business and learning from a diverse and talented group of people. 2023 is right around the corner and I can't wait to be a part of the growth we've all been preparing for!*

## A 'Safe Harbor' for Unsafe Nursing Assignments

**Carolyn Buppert, MSN, JD**

Imagine this scenario: A nurse who has worked for 2 years in an adult medical-surgical unit reports for work and learns that she is assigned to work in neonatal intensive care that day. She doesn't think she can provide safe care to sick neonates, and says so to the supervisor, who tells her to go to the neonatal unit anyway.

What are the nurse's options here? Refuse the assignment, and face disciplinary action? Or go, try, risk making a mistake, and hope for the best?

A law in New Mexico gives nurses another option. Under the Safe Harbor for Nurses act, a nurse is protected from adverse action by a facility when the nurse makes a good faith request to be allowed to reject an assignment. The law allows a nurse to reject an assignment on the basis of the nurse's assessment of his or her education, knowledge, competence, or experience and the nurse's immediate assessment of the risk for patient safety, or violation of the Nurse Practice Act or Board of Nursing rules.

The law applies to entities having three or more nurses that are licensed by the department of health to provide healthcare on their premises. The facility must have a process by which to further assess the situation. The law also allows a nurse to invoke the safe harbor when he or she questions the medical reasonableness of another healthcare provider's order that the nurse is required to execute. The nurse and supervisor document the date, time, location, and reason for the invocation of safe harbor. The facility must conduct a review of the situation, and cannot retaliate against the nurse for invoking the safe harbor.

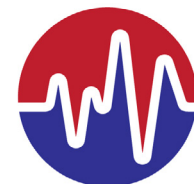
New Mexico's law was inspired by Texas. In Texas, a nurse may invoke safe harbor when the nurse believes he or she has been given an unsafe assignment by filling out a lengthy form, and a peer review committee at the facility must make a determination about the situation within 14 days. The nurse may take the assignment or perform the service during the 14-day period, unless the assignment is one that the nurse lacks the skills necessary to competently perform. The nurse who invokes safe harbor may not leave the work setting without collaborating with the supervisor. The facility may not retaliate against the nurse who invokes the safe harbor. The Texas law applies to employers of eight or more nurses. Similar to New Mexico's law, the Texas law also allows a nurse to invoke safe harbor to question the medical reasonableness of a physician's order. A medical director or member of the medical staff must determine whether the order was reasonable.

The Texas process has been criticized as inefficient in emergency situations. However, an example of how the law can work successfully is stated below:

A long-term care facility reduced staffing from three full-time wound care nurses to one. Two weeks later, the remaining wound care nurse noted an increased occurrence of pressure ulcers among the residents and believed this was related to her inability to complete her assignment of skin assessments and wound care treatments. She believed her duty to patient safety was compromised by the increased workload and she invoked safe harbor. She continued in her role as the single wound care nurse for the facility until the peer review committee met. The committee determined that her assignment did violate her duty to protect the residents. The director of nursing then accepted the committee's decision and adjusted the assignment by adding a part-time wound care nurse and assigning charge nurses to assist with skin assessments.

So far, the only two states that offer a "safe harbor" for nurses who end up with possible unsafe assignments are New Mexico and Texas.





**NURSE HUSTLE  
RECRUITMENT™**



# Hot Jobs

**Per diem shift available for the following states: Long Term Care facilities and Retail pharmacy.**

**We staff for Supervisors and Unit managers, RN, LPN, CNA, PT, OT, SLP, pharmacists and pharmacy assistants.**

**Reach out today and find per diem shifts near you**

**Contact: Keshon King  
keyshonking@nursehustle.com  
314-720-6252 Ext: 108**

**Connecticut  
Delaware  
Kentucky  
Massachusetts  
Maryland  
Maine  
North Carolina  
New Hampshire  
New Jersey  
New Mexico  
Pennsylvania  
Rhode Island  
West Virginia  
California  
Washington**

# Hot Jobs

## Contracts

### Physical Therapy

Swanton, OH  
Start Date: ASAP  
14-week contract  
8am-4pm; 40 hours  
guaranteed  
\$1,800/week

Bellevue, OH  
Start Date: ASAP  
14-week contract  
8am-4pm; 40 hours  
guaranteed  
\$1,800 /week

Lakeview, OH  
Start Date: ASAP  
14-week contract  
8am-4pm; 40 hours  
guaranteed  
\$1,800/week

### Occupational Therapy

Woodfield, OH  
Start Date: ASAP  
14-week contract  
8am-5pm Mon-Fri; 40  
hours guaranteed  
\$2,080/week

GeorgDetown, OH  
Start ate: ASAP  
14-week contract  
8am-5pm Mon-Fri; 32  
hours guaranteed  
\$1 ,800/week

### Speech Language Pathologist

Pomeroy, OH  
Start Date: ASAP  
14-week contract; 40  
hours guaranteed  
New grads welcome  
\$2,200/week

Athens, OH  
Start Date: ASAP  
12-week contract; 35 hours  
guaranteed  
\$1 ,000/week



# Hot Jobs



## 13-week Contracts

### **RN-CCU-MICU**

Boston, MA  
\$3,024/week @ 36hrs  
12/05/2022 Start Date  
PM shift, EOW,EOH

### **RN-Stepdown-MICU**

Boston, MA  
\$3,060/week @ 36hrs  
12/05/2022 Start Date  
PM Shift, EOW, EOH

### **RN-Labor and Delivery**

Boston, MA  
\$3,600/week @ 36 hours  
11/07/2022 Start Date  
Day and Night rotation OR  
Nights, EOW, EOH

### **RN-PEDI Clinic**

Boston, MA  
\$3,600/week @ 36 hours  
11/07/2022 Start Date  
Day & Evenings/Saturday rotation,  
M-TH 8am-9pm, F 8am-5:30, Sat  
8am-1pm

### **RN-PICU**

11/07/2022  
\$3,600/week @ 36 hours  
11/07/2022 Start Date  
Night shift, EOW, EOH

### **RN—Emergency Department**

Boston, MA  
\$3,456/week @ 36 hours  
11/07/2022 Start Date  
Mix of 7a-730p, 11a-1130p, and  
3p-330a, MUST be able to work ALL 3  
SHIFTS! EOW, EOH

### **RN-Post Acute Care**

Boston, MA  
\$3,276/week @ 36 hours  
11/07/2022 Start Date  
Day and Evening rotations, EOW,  
EOH, 6am, 7am, 8pm/Evening 9pm,  
10pm, 11pm rotation

### **RN-Post Acute Care**

Urbana, IL  
\$2,880/week @ 36 hours  
ASAP Start Date  
Varies Shifts, 10am and 5pm shift  
start times

### **RN-MedSurg/Tele metry**

Boston, MA  
\$3,060/week @ 36 hours  
11/07/2022, 12/05/2022 Start Dates  
2+ roles available!  
AM & PM rotation shift, EOW, EOH

Contact : Dory Padilla, Senior Lead Recruiter,  
dorypadilla@nursehustle.com, (314) 720-0244



# Hot Jobs

## 13-week Contracts

### **RN—Breast Imaging**

Boston, MA  
\$2,880/week @ 40 hours  
ASAP Start Date  
Monday to Friday 830 am to  
5pm, no weekends or holidays

### **RN—Pediatric Intensive Care Unit/IMCU**

Urbana, IL  
\$4,248/week @ 36 hours  
11/14/2022  
4 nurses needed  
PM shift, 5 We shifts per 6 wk  
schedule, 1 winter holiday

### **RN—Neonatal Intensive Care Unit**

Urbana, IL  
\$4,428/week @ 36 hours  
11/14/2022  
PM shift needed, 5 We shifts  
per 6 wk schedule, 1 winter  
holiday

### **RN—Operating Room**

Urbana, IL  
\$4,000/week @ 40 hours  
11/07/2022  
7am to 5pm, on call 3-5  
shifts per 4 week period

### **RN—Cath Lab**

Urbana, IL  
\$4,160/week @ 40 hours  
1 1/14/2022  
730AM-5PM; weekend  
rotation; holiday rotation;  
call rotation

### **RN-Cath Lab**

Olney, IL  
\$3,096/week@ 36 hours  
11/14/2022  
2 RNs needed  
Days with weekends,  
holidays and nights on-call  
Friday Saturday & Sunday  
every fourth weekend

### **RN-Intensive Care Unit**

Olney, IL  
\$2,880/week @ 36 hours  
11/14/2022  
Nights 3—12-hour shifts, with  
weekends as assigned - holidays as  
assigned

### **RN-Intensive Care Unit**

Bloomington, IL  
\$2,600/week @ 40 hours  
11/14/2022  
Days 8am—430pm with occasional  
weekends and holidays - on-call  
rotation as well

**Contact : Dory Padilla,  
Senior Lead Recruiter,  
dorypadilla@nursehustle.  
com, (314) 720-0244**



# Hot Jobs



## 13~week Contracts (Non-Compact State)

### **RN-Labor & Delivery**

Orange County, CA

\$4,320/week @ 36 hours

- \$2,500/week nontaxable (if you qualify for a stipend)
- \$1,820/week taxable income

ASAP Start Date

Nights

OT hours standard CA Law. OT based off taxable income only.

### **RN-Emergency Room**

Mission Viejo, CA

\$3,060/week @ 36 hours

- \$2,200/week nontaxable (if you qualify for a stipend)
- \$860/week taxable income

ASAP Start Date

Nights

OT hours standard CA Law. OT based off taxable income only.

### **RN-Operating Room- General Surgery**

Orange, CA

\$3,600/week @ 40 hours

11/07/2022 Start Date

PM shift

### **RN-Operating Room- Medical Surgical**

Mission Viejo, CA

\$3,600/week @ 40 hours

ASAP Start Date

AM or PM shift

### **RN-Operating Room- General Surgery**

Santa Rosa, CA

\$5,550/week @ 40 hours

11/14/2022 Start Date

AM shift

### **RN-Operating Room-General Surgery**

Santa Monica, CA

\$3,600/week @ 40 hours

ASAP Start Date

AM shift

### **RN-Operating Room-General Surgery**

Apple Valley, CA

\$3,600/week @ 40 hours

ASAP Start Date, 2023 Start Dates

Available

Any shift

### **RN-Cardiac Cath Lab**

Dallas, TX

\$3,600/week @ 40 hours

11/07/2022 Start Date

AM shift

Contact: Latasha Harris, CEO,  
[latashaharris@nursehustle.com](mailto:latashaharris@nursehustle.com)  
(314) 29 7-9447

# Hot Jobs

## 13~week Contracts (Non-Compact State)

### **RN—Cardiac Cath Lab**

Honolulu, HI

\$4,800/week @ 40 hours

ASAP Start Date

AM shift

Contact: Latasha Harris, CEO,  
[latashaharris@nursehustle.com](mailto:latashaharris@nursehustle.com)  
(314) 29 7-9447

### **RN—Cardiac Cath Lab**

Cincinnati, OH

\$3,600/week @ 40 hours

ASAP Start Date

AM shift



# Testimonials



## Gabrielle Selino

RN, Boston Medical Center

- ▶ **How long have you worked for Nurse Hustle Recruitment?**  
10 months
- ▶ **How would you describe your experience working with Nurse Hustle Recruitment?**  
Fabulous! Dory, my recruiter, has had my back from the start. She has helped me to get optimal pay throughout my contracts. The team is small and so any issues are resolved quickly and concisely. I've loved my experience working with Nurse Hustle Recruitment!
- ▶ **How does Nurse Hustle Recruitment compare to other agencies you've worked with in the past?**  
This is the first agency I've worked with :)
- ▶ **Would you recommend Nurse Hustle Recruitment to your healthcare friends?**  
YES!



## Watch Us Live Every Other Wednesday!

**12pm CST –Nurse Hustle Recruiters will highlight their hot jobs in a different state each week. Stay tuned to see what's coming up near you!**

**7pm CST –Tune in to see our CEO, Latasha Harris, share travel nursing experiences and her tips to help you find your next assignment!**





“

Hustle isn't just working on the things you like. It means doing the things you don't enjoy so you can do the things you love.

”

UNKNOWN



NURSE HUSTLE RECRUITMENT IS

# LOOKING FOR DEDICATED HEALTHCARE RECRUITERS



REFER HEALTHCARE  
STAFF & EARN CASH!

**JOIN THE TEAM AND EARN REFERRAL CASH!**

Do you have access to professional healthcare workers looking for travel opportunities and contract/agency work? Then join the team and earn cash with every referral you send our way that gets hired on!

**GET PAID WEEKLY**



# Travel Nurse PLANNER

DAILY | MONTHLY | ANNUAL CALENDAR

CHECKLISTS, ASSIGNMENT INFO, TRAVEL PLANNER,  
LAB REFERENCES, PATIENT REPORT TEMPLATES, AND MORE!

146  
PAGES



# LIMITED EDITION NURSE HUSTLE

# Planner





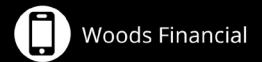
# Social Media

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# RAISING KINGS

THE COLLECTION EST 2022

*Coming Soon*



The Raising Kings' iReign Collection was developed to showcase the love between the mother and son and the incredible responsibility to lay the foundation to raise, protect, and defend our babies. This collection will remind our sons that they are beautiful beings, wonderfully made, and future kings. Our collection is socially conscious of the real-world threats that our sons will face. Our clothing has positive affirmations undertones that should be read daily so that we will manifest all goodness in our sons.

[www.raisingourkings.com](http://www.raisingourkings.com)