



OHIO NURSES ASSOCIATION HEALTH POLICY PLATFORM

ADOPTED AT ONA CONVENTION 10/5/2023

The Health Policy Platform of the Ohio Nurses Association (ONA) serves as a framework to direct our strategic political and legislative involvement and investment.

ONA's advocacy efforts are focused on improving health standards and ensuring the availability of healthcare services for all people. These efforts encompass the following:

- Upholding equitable basic human rights within the healthcare delivery system.
- Supporting state policies and programs that address the fundamental needs of individuals, families, and groups, particularly concerning healthcare.
- Promoting occupational, environmental, and public health standards that minimize hazards and safeguard the well-being of all populations.
- Ensuring access to high-quality healthcare services.
- Advocating for a stable source of funding to meet healthcare needs, along with recognition and fair compensation for the services provided by registered nurses. Striving for the delivery of quality nursing care across all populations, from birth to end of life.
- Championing legislation that mandates financial transparency among healthcare providers, prioritizing patient care over financial profit.
- Recognizing the importance of Diversity, Equity, and Inclusion (DEI) in nursing and fostering an inclusive environment that embraces and celebrates individuals from diverse backgrounds.

ONA is dedicated to advocating for a safe environment of care, which encompasses the following:

- Advocating for safe staffing standards to ensure an adequate number of qualified healthcare providers.

- Working towards a Nurse Practice Act that accurately reflects and protects nursing practice.
- Promoting nurses to practice to the fullest extent of their education, competency, and credentials.
- Advocating for the expansion of nursing roles in health care reform initiatives.
- Safeguarding the scope of practice for registered nurses to ensure the provision of quality patient care.
- Encouraging lifelong learning for all nurses through formal advanced education, continuing education, evidence-based practice, innovation, nursing research, specialty certifications, and other learning opportunities.
- Striving for the inclusion of nurses on boards, organizations, associations, and commissions that influence policy-making.

ONA will empower nurses to fight for safe staffing standards, mitigating workplace violence, and fostering recruitment and retention of bedside nurses. To achieve these goals, ONA will:

- Advocate for the establishment and enforcement of adequate staffing standards in healthcare facilities to ensure safe patient care.
- Promote the implementation of evidence-based staffing ratios that consider patient acuity, workload, and nurse experience.
- Collaborate with stakeholders to develop comprehensive staffing plans that address the unique needs of different healthcare settings.
- Support legislation that mandates transparency and accountability in staffing practices, including public reporting of nurse-to-patient ratios.
- Advocate for the implementation of comprehensive policies and protocols to prevent and address workplace violence in healthcare settings.
- Support legislative measures that require mandatory reporting of incidents of violence and provide protection for nurses who report such incidents.
- Promote the inclusion of workplace violence prevention and de-escalation training programs for nurses and other healthcare personnel.
- Collaborate with law enforcement agencies, unions, and healthcare organizations to develop effective strategies for reducing workplace violence.

- Support initiatives that enhance the working conditions, professional development opportunities, and job satisfaction for nurses in bedside care.
- Advocate for competitive compensation and benefits packages that recognize the value of nurses' expertise and contributions.
- Promote loan forgiveness programs and other financial incentives to attract and retain nurses in bedside care roles.
- Support legislation that promotes a healthy work-life balance and addresses burnout among nurses through measures such as flexible scheduling and mandatory rest periods.

The Ohio Nurses Association (ONA) is committed to advocating for the rights of nurses, healthcare professionals, and all workers. We believe:

- Unions and collective bargaining are vital for protecting their interests, well-being, and professional autonomy.
- Unions empower nurses to negotiate fair wages, better working conditions, and sufficient staffing levels for quality patient care.
- Unions also address workplace concerns, protect against unfair treatment, and foster a culture of respect and equity in the nursing profession.
- Union rights are important for all workers, fighting against income inequality and promoting job security and access to healthcare, education, and social services.
- Supporting nurses and workers in organizing, collective bargaining, and forming unions aligns with our core values.
- In a just society with fair and just workplaces that value nurses' contributions and support the well-being of all working people in Ohio.

The Health Policy Platform is established by the Health Policy Council, approved by the Board of Directors, and endorsed by ONA members. These policy priorities are inclusive and do not discriminate based on nationality, race, religion, creed, lifestyle, color, gender identity, disability, sexual orientation, health status, age, or any protected class.