



♥ A Union of Nurses &  
Health Professionals

June 2025



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The Ohio Nurses Association proudly recognizes Pride Month and honors the resilience, dignity, and contributions of LGBTQ+ patients, nurses, health professionals, and allies across Ohio.

Nurses and health professionals are trusted advocates for health, safety, and equity. Our professional duty is to provide evidence-based, respectful care to all people. That responsibility includes speaking out against discrimination and acknowledging the harm caused when individuals are denied access to the care they need. LGBTQ+ communities continue to face barriers to healthcare, harmful disparities, and unsafe environments, especially those who are also impacted by racism, poverty, disability, or immigration status. These injustices are unacceptable and put lives at risk.

Discrimination has no place in healthcare. Every person, regardless of sexual orientation, gender identity, or gender expression, deserves affirming, inclusive care. We also recognize and uplift the vital contributions of LGBTQ+ nurses and health professionals, many of whom face their workplace challenges while remaining deeply committed to their patients and communities. We stand with the allies who advocate alongside them and help create safer, more inclusive care environments.

ONA is committed to fighting for a healthcare system that centers safety, equity, and humanity for all. We will continue to relentlessly advocate for policies that protect patients and healthcare workers, empower our members, and expand

access to care, especially for those who have been historically excluded or underserved.

This Pride Month and every month, we care with pride. We stand in solidarity with LGBTQ+ people and all those working toward justice, inclusion, and equity in healthcare and beyond.



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## Advocacy

# 2025 Lobby Day: A Day of Engagement in Purposeful Advocacy



Last month, in the heart of Nurses' Week 2025, more than 100 nurses, healthcare professionals, and allies gathered at the Ohio Statehouse for the Ohio Nurses Association's (ONA) annual Nurses and Health Professionals Lobby Day. The energy was focused, and the message was clear: it's time to take bold legislative steps to ensure safer working conditions and better patient care across Ohio.

Throughout the day, attendees engaged in purposeful advocacy, building skills, forging connections, and pushing lawmakers to support enforceable minimum staffing standards in Ohio hospitals. The urgency around this issue continues to grow, as chronic understaffing contributes to burnout, rising turnover, and preventable harm to patients and health professionals.





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The day began with an official welcome and recognition from state leaders. Representative Brian Lorenz presented a House Concurrent Resolution marking May 6–12 as Nurses Week in Ohio. Rick Lucas, RN, ONA President & Executive Director; Catharyne Henderson, RN, Health Policy Council Chair; and Tim Burga, Ohio AFL-CIO President, emphasized the role health professionals can play in shaping policy and leading change.

A standout training session led by Kelli Hykes, ONA's Director of Government Relations and Political Advocacy, gave participants practical tools for legislative engagement. Hykes compared the advocacy process to the nursing handoff, stressing the importance of preparation, clarity, and communication in influencing policy. From writing testimony to holding in-person meetings with lawmakers, participants left feeling more confident in their role as advocates.

Throughout the day, several key issues were brought into the spotlight. Senator Bill DeMora and Rep. Phil Plummer spoke passionately about the harmful impact of non-compete clauses on health professionals, calling for their elimination to protect professional autonomy and prevent staffing shortages. National and state labor leaders like Evelyn DeJesus, AFT Executive Vice President, and Tim Burga, AFL-CIO President, offered powerful messages of solidarity and support.

A deeply moving moment came when Ron Smith shared the story of his daughter, Tristin Kate Smith, a dedicated nurse from Dayton who passed away in 2023. Her fight for safe staffing and mental health support now fuels a broader movement in her memory.

The afternoon programming dove into organizing tactics and legislative strategy. Experts laid out how other states have passed minimum staffing standards and emphasized the importance of building coalitions. A bipartisan panel, featuring Representative Andrea White, highlighted the successful collaboration behind new workplace violence legislation as an important first step. Building on recent legislative progress, ONA is now advocating for new legislation that would legally define assaults using bodily fluids as a weapon against health professionals, an urgent protection currently missing from Ohio law.



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Later during the day, groups of attending health professionals met directly with legislators and their staff to share stories, data, and solutions, making the case for a minimum staffing law that protects both patients and the healthcare workforce.

The call to action remains strong. We urge all nurses, health professionals, and supporters to stay engaged by contacting lawmakers, speaking out, and mobilizing their communities. Lobby Day 2025 was more than a single event; it was a powerful reminder that when we come together, we drive real change.

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## Advance Your Career: Become a Psychiatric-Mental Health NP with Penn State's DNP Program!

The DNP-Psychiatric Mental Health option trains nurses to assess, diagnose, and treat mental health and substance use disorders using therapy, medication, and evidence-based care. Graduates (59 credits, 1,031 hours) qualify for the ANCC PMHNP exam.



[Click here](#) to learn more or scan the QR code.

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## Nursing News

### File an ADO with ONA's Newly Revised Form

We've streamlined the ADO process to make it faster and easier than ever. Filing is available to all ONA Bargaining Unit members, including but not limited to RNs, Respiratory Therapists, Surgical Technologists, and LPNs.

It's simple:

**Step 1:** Verbally protest your assignment to your manager when the situation is unsafe or inadequate.

**Step 2:** If unresolved, complete the ADO form here. A copy will be sent to you, your labor representative, and your manager. Be sure to use a non-work-related email address.

Unsafe staffing is a patient care crisis, and documenting these conditions is the first step toward meaningful change. Every report strengthens our fight for a safer workplace and better protections.

Stand up for safety—protect your patients, your colleagues, and yourself. File an ADO every shift.

## Report Unsafe Conditions-File an ADO

### Workplace Violence

- Verbal threats or abuse
- Harassment
- Intimidation
- Disruptive behavior
- Unwanted sexual advances
- Verbal or physical conduct of a sexual nature
- Attempted physical assault or actual physical assault with or without a weapon

### Understaffing

- Charge with assignment/unable to perform Charge duties
- Short staffed for census/acuity/complexity
- Not trained/experienced/oriented to area assigned or floated
- All roles of the care team not fully staffed
- Floating to multiple units during shift
- Forced/mandatory OT
- No clerk/secretary

### Inadequate Equipment/Supplies

- Unavailable/Missing
- Substandard
- Need specialized equipment
- Not trained or experienced to use equipment
- Medication dispensing machine
- Medication bar coder
- Computers

### Unsafe Conditions & Safety Concerns

- Unavailable PPE
- Denied available PPE
- Infectious patient(s) not properly isolated
- Failure to test patients meeting signs/symptoms
- Visitor policy not enforced
- Facilities issues

### Missed Breaks & Denied Earned Time

- Missed meal or rest breaks
- Denied earned time. This includes vacation, PTO, sick, extended illness, and education leave
- Forced to work when you are sick

### Breastfeeding/Pumping

- Delayed break time
- Denied break time
- Inadequate space provided including: not shielded from view, not free from intrusion of coworkers or public, space was a bathroom, or space not sanitary

Scan to file ADO



Click the image above or scan the QR code to learn more.

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**File an ADO HERE**



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Grow your nursing skills and get support every step of the way.

[Learn more](#)





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# Congratulations to the 2025 ONF's Scholarship Winners!

Bravo to the 2025 Ohio Nurses Foundation scholarship recipients! A true reflection of the passion and promise driving the next generation of healthcare leaders.

Since 2002, ONF has awarded over \$125,000 in scholarships and research grants to support Ohio's future nurses and nurse scientists. ONF remains committed to investing in the next generation of nurses and uplifting the healthcare profession.



RN Pursuing Advanced Degree in Nursing  
**Sarabeth Murray**

RN Pursuing BSN  
**Shaunita Crosby**

LPN Pursuing RN Licensure  
**Ashleigh Mullins**

Minority  
**Shayona King**

Traditional Nursing Student  
**Sydney Fischer**

Student Returning to School for Nursing  
**Tatum Arey**

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## Earn your RN to BSN online at Ohio State

Shape your future as a nurse and qualify for higher earning potential with Ohio State's nationally-recognized online RN to BSN program.

[Click here](#) to learn more or scan the QR code.

Having trouble with the code? Visit <https://n.hnlnk.co/s/g6vvnDvp>



# Education

## 2 FREE Continuing Education Courses

### Claim Your 2 FREE CE Courses from ONA!

Take advantage of this opportunity to invest in yourself on us. Your passion fuels progress. Your perseverance sparks change. We're celebrating everything you do to move healthcare forward.

To show our appreciation, ONA is offering 2 FREE Continuing Education (CE) courses on two of the most pressing challenges nurses face today: safe staffing and workplace violence.

These courses aren't just about contact hours; they're about equipping you with the knowledge and tools to protect yourself, support your patients, and strengthen the nursing profession.

Earn 1.0 contact hour per course.



### ONA's 2025 White Paper on Safe Nurse Staffing

Explore national staffing solutions and get an inside look at ONA's innovative new staffing framework for Ohio.

### ONA's 2024 Staffing Survey Results

Find out what thousands of nurses across Ohio are saying and why your voice is essential in shaping the future of healthcare.

## Register now by [Clicking Here](#)

The Ohio Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation. (OBN-001-91)

# Get Involved

## Save the Date: 2025 Ohio Nurses Association Convention

October 20 - 22, 2025



## 2025 Convention Sponsorship Packages

Ohio Nurses Association's 2025 Convention will take place Monday, October 20 – Wednesday, October 22, at the Hyatt Regency in Columbus. This signature event brings together ONA members and Ohio's health professionals to shape the future of nursing and healthcare in our state.

During the convention, attendees participate in high-quality continuing education, elect ONA leadership, and play a direct role in setting the direction for ONA and the nursing profession in 2026 and beyond. Look for more information in the future [on this website](#). Registration opens July 1, 2025.

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## Silent Auction to Support Ohio Nurses Foundation

October 20 - 22, 2025



The Ohio Nurses Foundation is excited to host another silent auction during the 2025 Convention, Monday, October 20- Wednesday, October 22, 2025!

Back by popular demand, this event was a standout success at the 2023 Convention, and we're thrilled to bring it back for a great cause. All proceeds from the silent auction directly support the Ohio Nurses Foundation's annual nursing scholarships, which empower the next generation of nurses to achieve their educational and professional goals.

A key measure of success for this fundraising event has always been the generous contributions from our silent auction donors. Each year, health professional advocates help us make a meaningful impact by donating items for the auction. These donations

not only benefit the Ohio Nurses Foundation (ONF) but also serve as excellent promotional opportunities, offering visible support and/or product placement to a wide and engaged audience.

We received some truly amazing items last time, and we're hoping to continue that tradition, and maybe even up the ante this year! Please consider donating a fun gift basket filled with goodies or any fantastic prize of your choosing. Every contribution makes a difference!

If you have any questions or need further assistance, please reach out to Michelle Donovan at [mdonovan@ohnurses.org](mailto:mdonovan@ohnurses.org).

Thank you again for your continued support of the Ohio Nurses Foundation. Here's another successful Convention and fundraiser!

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## "Support Nursing" Ohio License Plates

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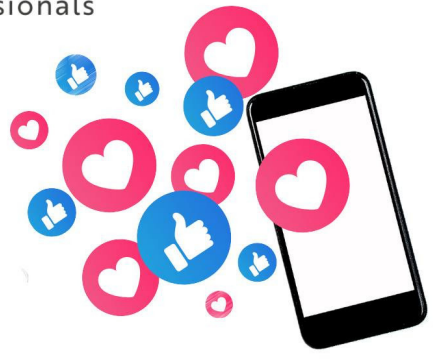
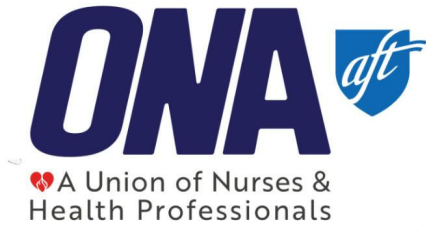
The Ohio Nurses Foundation needs your help in our continued quest to support our profession by providing annual nursing scholarships. How can you help? By purchasing a SUPPORT NURSING Ohio license plate. Proceeds from the license plates help fund annual scholarships. To purchase a specialized plate, click the link below, choose organizational plates, and click Ohio Nurses Association. If you are having trouble locating the Support Nursing plates, email [mdonovan@ohnurses.org](mailto:mdonovan@ohnurses.org).

If you already have a Nursing License Plate you will receive a renewal letter in the mail two months before your birthday.

[Get Your Plate Here](#)

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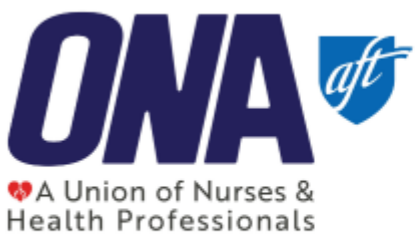
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# Join ONA Today!



**YOU CARE FOR EVERYONE ELSE. WE CARE FOR YOU.**  
**IT'S TIME FOR CHANGE. LET'S SHAPE THE FUTURE OF HEALTHCARE TOGETHER!**

<https://ohnurses.org/members/>



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