IT'S BETTER IN A Union

2025 ONA CONVENTION



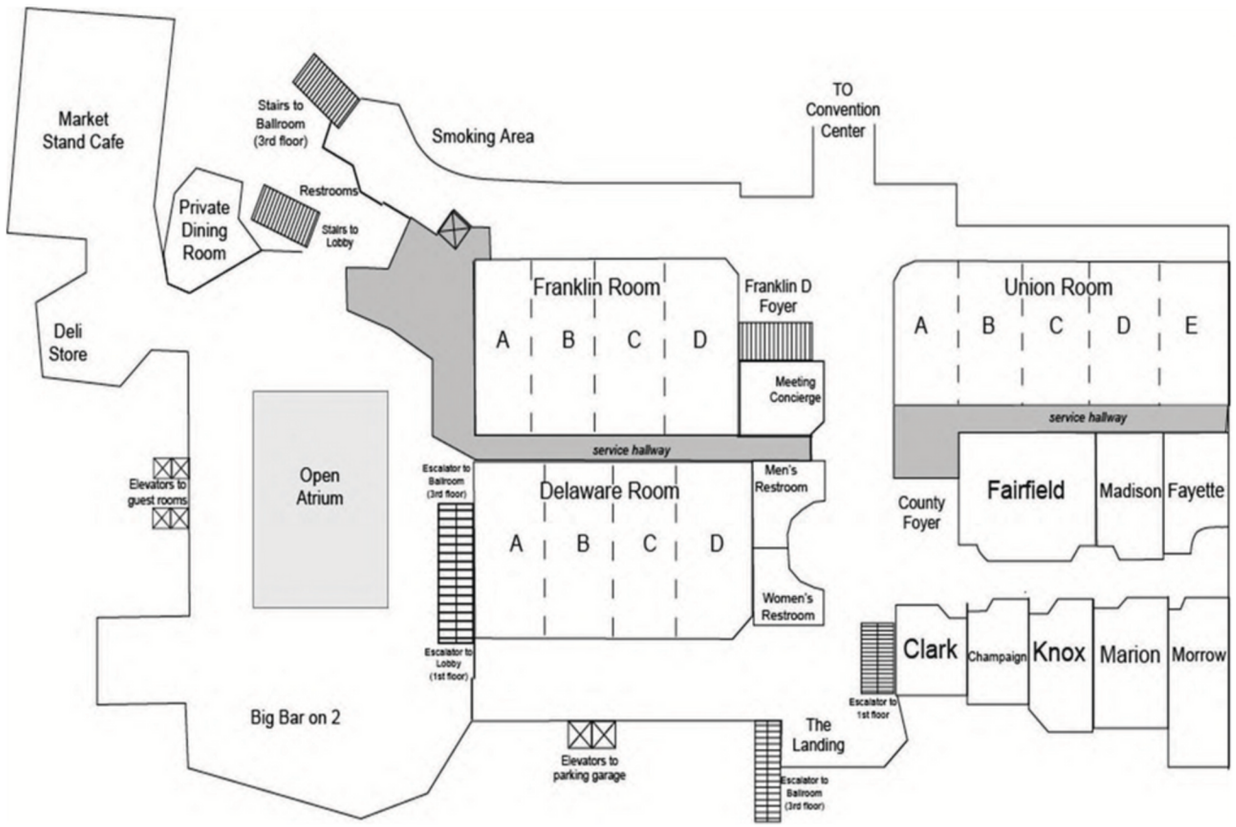
OCTOBER 20 - 22, 2025

ONA aft
A Union of Nurses & Health Professionals

Issue 6/Volume 1

Hotel Map & Local Attractions

2nd Level



Experience the vibrant heart of downtown Columbus from the Hyatt Regency Columbus. Just steps away from the Arena District, you can catch a hockey game at Nationwide Arena, enjoy world-class performances at nearby theaters, explore the restaurants and shops in Short North Arts District, and stroll along the scenic Scioto Mile—all within easy walking distance of your hotel. To view more local attractions, visit https://www.hyatt.com/hyatt-regency/en-US/cmhrc-hyatt-regency-columbus/events-and-attractions

Hotel Registration Link: https://connect.ohnurses.org/convention

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2025 CONVENTION SPONSORS AND EXHIBITORS

SPONSORS

Cloppert, Latanick, Sauter & Washburn	**Gold Sponsor**
AON Affinity/NSO	**Contributor**
Antioch University	**Lanyard Sponsor**
Government Advantage Group, LLP	**Snack Sponsor**
Now CFO	**Snack Sponsor**
Nursing Network	**Snack Sponsor**
Ohio State University Nurses Organization	**Snack Sponsor**

EXHIBITORS

AFT
Antioch University
CPH Insurance
ONA
Spacelabs Healthcare





SILENT AUCTION

ONA is continuing the silent auction tradition at Convention! This year, all proceeds will go to the Ohio Nurses Foundation. Locals are encouraged to bring donated items to Convention for members to bid on. Attendees are also encouraged to bring items for the auction! This is a great opportunity to promote your business and donate to a great cause. Please bring your item(s) to Convention and drop them off at the Regency Foyer, outside of the Franklin Ballroom. If you have questions, please contact Michelle Donovan at mdonovan@ohnurses.org to answer any questions prior to the event.

President's Welcome



The Fight Ahead: Why Your Voice Matters Now More Than Ever

As we prepare to gather for the 2025 ONA Convention in Columbus, one thing is crystal clear: the future of healthcare in Ohio is on the line—and nurses and health professionals are leading the charge.

Across this state, we are witnessing a moment of reckoning. Hospitals are understaffed. Nurses and health professionals are pushed to their limits. Patient safety is being compromised. And instead of offering support, some policymakers are threatening deep Medicaid cuts that would devastate families and cripple already overwhelmed facilities. Let me be absolutely clear: ONA will not stand by while our patients and communities are left behind.

We're taking a stand to protect Medicaid, to keep ICE out of our hospitals, and to pass enforceable safe staffing legislation, because no nurse or health professional should be forced to choose between their professional ethics and an impossible workload. Every patient deserves safe, quality care. Every nurse and health professional deserves to be treated with dignity and respect.

Our work doesn't stop there. Through bold messaging and initiatives like "It's Better in a Union" and running our Code Red campaign with the support of our national affiliate, AFT, we are uniting with nurses and health professionals across the country to hold healthcare corporations and government accountable. Earlier this year, we helped pass the Healthcare Workplace Safety Act, a critical step forward in addressing violence in Ohio hospitals. But let me be clear: this law is the floor, not the ceiling. True safety means not just protection after harm, but prevention before it ever happens. That starts with safe staffing and systemic change.

This is not just a gathering. This is a movement.

We are building power through unity. We are organizing for justice. We are fighting for a healthcare system that truly works—for nurses and health professionals, for patients, for everyone.

As we head into Convention, we invite you to bring your voice, your passion, and your commitment. Join a council or committee. Step up in your local. Stand shoulder to shoulder with your colleagues across the state.

Because when nurses rise, Ohio listens. And we're just getting started.

When we fight. We win.

In Unity,

Rick Lucas

Rick Lucas BSN, RN, CCRN
ONA President & Executive Director

ONA BOARD OF DIRECTORS

Executive Board (2023-2025)
President – Rick Lucas, BSN, RN, CCRN
Vice President – Jacinta Tucker, MSN, RN
Secretary-Treasurer – Barbara McGhee, BSN, RN, CNOR

Directors (2023-2025)
Alex Watts, BSN, RN, PCCN
Catharyne Henderson, BSN, RN-BC
Deborah Angel Baker-Loyd, RN
Janet Corbin, BSN, RN, CCRN
Jessica Frymyer, RN, BSN, CNOR
Kylee Ham, RN
Justine Lieberum, BSN, RN, BS
Lukas Killian, BSN, RN-BC
Lyndsey White, RT
Michelle Croker, RN, RN-ICU
Rhonda L Love, BSN, RN

COUNCILS & COMMITTEES

HEALTH POLICY COUNCIL

Catharyne Henderson, BSN, RN-BC, Chair
Justin Corella, BSN, RN, CCRN
Kelly Duffey-Evans, MSN, RN, CCRN, CNL
Jenifer Keys, BSN, RN, CV-BC
Lukas Killian, BSN, RN-BC
Rick Lucas, BSN, RN, CCRN
Barbara McGhee, BSN, RN, CNOR
Susan Sisley, RN
Jacinta Tucker, MSN, RN
Alex Watts, BSN, RN, PCCN

COUNCIL ON PRACTICE

Nicole Baltich, MS, APRN-CNS, AGCNS-BC, ACCNS-AG, CCRN, LSSYB
Catharyne Henderson, BSN, RN-BC
Jacinta Tucker, MSN, RN

CE COUNCIL

Sue Smith, MSN, RN, CCHP-RN - Co-chair
Laura Rafeld, MSN, RN, NPD-BC - Co-chair
Jacqueline Gierlach, MS, BSN, RN, CDDN

ONA STAFF

Rick Lucas, President and Executive Director
Kristen Bailey, Director of Organizing and Field Services
Erica Bell, Senior Director, Advocacy, Practice, & Communications
Phillip Bloomer, Labor Representative
Stephen Courtright, Labor Representative
Michelle Day, Director of Communications and Technology
Michelle Donovan, Communication and Development Coordinator
Dodie Dowden, Operations Service Coordinator
Alex Gehrisch, Director of Membership
Tom Gleba, Labor Representative
Kelly Hickman-Begley, Labor Representative
Kelli Hykes, Director of Governmental Affairs & Political Advocacy
Zak Katich, Organizer
Sangita Koparde, Organizer
Angie Lemery, Business Office Administrator
Anne Mueller, Labor Representative
Robin Smith, Membership Controller
Sandy Swearingen, Continuing Education Specialist
Brittany Turner, Director of Continuing Education
Barbora Vaskova, Executive Assistant to President and Executive Director
Caroline Wagner, Labor Representative
Chad Wittekind, Director of Nursing Practice

LOCAL UNIT OFFICERS

Akron General
Co-Chair - Holly Mercera, RN
Co-Chair - Linzi Lentz, RN
Secretary - Amy Law, RN
Treasurer - Tony DeAngelis, RN
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www.facebook.com/PSNAONA

Alliance
President - Sherri Funk, RN
Vice-President - Lauren James, RN
Secretary - Sarah-beth Stratton, RN
Treasurer - Shana Pilla-Baum, RN
Email: sherribaaach@gmail.com

Ashtabula
Co-Chair - Gerri Sloan, RN
Co-Chair - Shelby Fertig, RN
Secretary - Jackie Wolford, RN
Treasurer - Joe Chike, RN
Grievance Chair - Cali Sanford, RN
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City of Cleveland
Co-Chair - Danielle Laska, RN
Email: dlaska2@clevelandohio.gov

Coshocton RNs
President - BriAnne Keen, RN
Vice-President: Amanda Read, RN
Secretary - Sunshine Shannon, RN
Treasurer - Lisa Jennings, RN
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Coshocton LPNs & Surgical Techs
President - Alicia Endsley, ST
Vice-President - Kim Dotson, LPN
Email: alicia21@roadrunner.com

Cuyahoga County Board of Health
President - Deedra Hein, RN
Co Vice-President - JoAnn Carrothers, RN
Email: deedrahein@rocketmail.com

Defiance
Co-Chair - Janice Skeldon, RN
Co-Chair - Nicole Vidak, RN
Secretary/Treasurer - Teresa Mueller, RN
Email: janice.skeldon@promedica.org
www.facebook.com/p/Defiance-Ohio-Nurses-Association-100069103874708

East Liverpool
President - Bobbie Kerns, RN
Vice-President - Melissa Cain, RN
Secretary - Hope Davis, RN
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Geneva
President - Helen Matta, RN
Vice-President - Wendy Eckart, RN
Secretary - Heather Rice, RN
Treasurer - Gina Shume, RN
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Hillside
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Secretary/Treasurer - Keiasia Love, RN
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Hoxworth
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Lima Memorial
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Vice-President - Lisa Shafer, RN
Secretary - Amanda Williams, RN
Treasurer - Jayme Chandler, RN
Email: lmpnapresident@outlook.com

Mary Rutan
Co-Chair - Tara Davis, RN
Co-Chair - Tara Tracey, RN
Treasurer - Lisa Flaute, RN
Email: mrhunion29@gmail.com

LOCAL UNIT OFFICERS

Mercy Allen
President - Rob Watchorn, RN
Vice-President - Molly Antill, RN
Secretary - Char Barnum, RN
Email: Robrn22@yahoo.com

Metro Behavioral Health
President - Patricia Kane, RN
Vice-President - Jeffrey Bettinger, RN
Secretary - Miriam Bishop, RN
Treasurer - Lavonn Smith, RN
Email: pkane3@kent.edu
www.facebook.com/61574781857232

OSU BMT
President - Stephanie Richey, RN
Email: stephiann21@gmail.com

OSU Respiratory Therapists
President - Julie Barnes, RT
Vice-President - Paul Gibney, RT
Email: julie.wetterauer@yahoo.com

OSU - Surgical Technologist (East)
President - Amanda Boehm, ST
Vice-President - Lissy Lyons, ST
Secretary/Treasurer - Claudia Valdez, ST
Email: a.boehm389@yahoo.com

OSU - Surgical Technologists (Ambulatory)
Chair - Kevin Bondurant, ST
Vice-Chair - Brittney Widmayer, ST
Email: lasermankb@gmail.com

OSU - Surgical Technologists (Main)
President - Ian Houston, ST
Secretary/Treasurer - Mary Smith, ST
Email: IMHouston@att.net

OSUNO
President - Tony Myers, RN
1st Vice-President -
2nd Vice-President - Bret Apple II, RN
Secretary -
Treasurer - Janet Corbin, RN
Email: ebod@osuno.com
Website: www.osuno.com
www.facebook.com/ohiostateRN/

OSU Transplant
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Vice-President - Staci Carter, RN
Secretary/Treasurer - Rachel Brown, RN
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Salem
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Vice-President - Lori Tungate, RN
Secretary - Beth Mason, RN
Treasurer - Megan Slattery, RN
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www.facebook.com/SalemRegisteredNursesAssociationSRNA

Toledo-Lucas County Health Department
President - Dyana Newton, RN
Vice-President - Angie King, RN
Secretary - Robin Ramm, RN
Email: dnewton@co.lucas.oh.us

UC Medical Center
President - Kylee Ham, RN
Vice-President - Francis Lynn, RN
Secretary - Erica Krekeler, RN
Treasurer - Andrea Hale, RN
Email: rna@cincynurses.org
Website: www.cincynurses.org
www.facebook.com/cincynurses/

Union Hospital
Chair - Amy Jo Riley, RN
Vice-President - Nicole DeLong, RN
Secretary - Renee Ladrach, RN
Treasurer - Brittany Poole, RN
Email: Amyjo4ona@hotmail.com

Visiting Nurses Association of Ohio
President - Laura Riley, RN
Secretary - Betsy Frontino, RN
Treasurer - Petra Muetzal, RN
Email: rileylm1965@gmail.com

GET INVOLVED AT ONA

Joining an ONA council or committee is a great way to get more involved at ONA to drive the change nurses and health professionals need.

Health Policy Council (HPC)

This members-only council is responsible for reviewing legislation for its impact on nurses, nursing, and healthcare. The council also oversees ONA's political fundraising and contributing efforts. Members interested in shaping healthcare policy and ONA's political advocacy are encouraged to join the Health Policy Council. HPC members play a critical role in deciding ONA's legislative priorities, political contributions, and endorsements. HPC considers new members on a rolling basis.

Council on Practice (COP)

The ONA Council on Practice is comprised of ONA Members who enjoy reviewing nursing practice issues. Their work includes drafting and formatting of position statements and practice guidelines, assisting with ONA research and survey data review, and offering nursing expert opinion when needed.

CE COUNCIL (CEC)

The Ohio Nurses Association Continuing Education Council (CEC) are ONA members with a specialty background and/or interested in nursing continuing professional development. CEC members peer review the individual activity applications and provider unit applications ONA receives for CE approval. CEC members also participate in planning ONA CE activities.

PUBLICATIONS COMMITTEE

The Publication Committee consists of members who write articles for ONA's quarterly publications – Ohio Nurse and Health Professionals Review and Ohio Nurse. The Ohio Nurse and Health Professionals Review, or ONR, is the main publication for ONA members and The Ohio Nurse, or ON, is the official publication of the Ohio Nurses Foundation – ONA's 501 (c) (3) philanthropic arm.



Any member interested in being appointed to an ONA council or committee, visit https://ohnurses.org/councils/

AGENDA

Monday, October 20th

11:00 a.m.
Registration Opens - Franklin Foyer
Poster Presentation Review for CE - Union Ballroom

1:00 p.m. - 1:45 p.m.
Lunch - Union Ballroom

2:00 p.m. - 5:30 p.m.
House of Delegates - Franklin Ballroom
*Break Time 4:00-4:30 p.m. - Poster Presentation Review for CE - Union Ballroom

5:30 p.m. - 6:00 p.m.
Break-Exhibit Hall and Silent Auction - Franklin and Union Foyer
Poster Presentation Review for CE - Union Ballroom

6:00 p.m. - 8:30 p.m.
Awards Dinner - Union Ballroom

Tuesday, October 21st

T-SHIRT DAY! WEAR YOUR T-SHIRT!

7:30 a.m. - 8:45 a.m.
Breakfast & Hall of Candidates - Union Ballroom

9:00 a.m. - 11:45 a.m.
House of Delegates - Franklin Ballroom
*1.5 hour Continuing Education session within House of Delegates

11:45 a.m. - 12:45 p.m.
Lunch - Union Ballroom

1:00 p.m. - 5:00 p.m.
House of Delegates - Franklin Ballroom
*1 hour Continuing Education session within House of Delegates
*Break Time 3:00-3:20 p.m. - Poster Presentation Review for CE - Union Ballroom

5:00 p.m. - 5:45 p.m.
Break-Exhibit Hall and Silent Auction - Franklin and Union Foyer
Poster Presentation Review for CE - Union Ballroom

6:00 p.m. - 11:00 p.m.
Member Party serving heavy hors d'oeuvres - Union Ballroom

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2025 ONA Convention

AGENDA

Wednesday, October 22nd

12:00 a.m. - 9 a.m.
Electronic Voting

8:45 a.m. - 9:45 a.m.
Breakfast - Union Ballroom

10:00 a.m. - 12:00 p.m.
House of Delegates - Franklin Ballroom

12:00 p.m. - 12:45 p.m.
Lunch - Franklin Ballroom (In the Back)

12:45 p.m. - Open
House of Delegates - Franklin Ballroom

Immediately After House of Delegates
New Board of Directors Meeting - Champaign Room
Posters Close for Review 30 Minutes after the Close of House of Delegates.
Silent Auction Winners may pick up their item(s) at the registration table until 30 minutes after the close of the House of Delegates. Payment must be received to pick up item(s).



DON'T FORGET TO WEAR YOUR 2025 CONVENTION T-SHIRT ON TUESDAY, OCTOBER 21ST

IT'S BETTER IN A Union
2025 ONA Convention

OFFICIAL CALL

ONA 2025 CONVENTION

The ONA House of Delegates will convene at 2 p.m. in the Franklin Ballroom of the Hyatt Regency on October 20th, 2025. The apportionment for the 2025 House of Delegates is as follows:

Locals	Delegates
Akron	27
Mercy Allen	1
Alliance	5
Ashtabula	6
Cleveland	1
Coshocton	2
Cuyahoga	1
Defiance	4
East Liverpool	4
Hillside	1
Hoxworth	1
Lima	11
Mary Rutan	4
OSUNO	124
OSU Surg. Tech Main	3
OSU Transplant	1
OSU BMT	1
OSU Respiratory Therapists	4
OSU Surg. Tech Ambulatory	1
OSU Surg. Tech East	1
Salem	4
Toledo	1
Trinity	1
Union	8
Geneva	1
UCMC	66
VNA	1

Total Standard Members	**285**
Associate Members	**5**
Retirees	**1**
Students	**1**
Total Amount of Delegates Apportioned	**292**

DELEGATE INFORMATION

ROLE OF THE DELEGATE

The biennial ONA Delegate Convention is the most important policymaking body of the organization. Delegates are charged with consideration of resolutions establishing the program and policies of the organization, consideration of Bylaws amendments, and the election of the ONA general officers, Board of Directors, and delegates to the AFT and AFL-CIO conventions, when appropriate.

DELEGATE CREDENTIALS

Delegates will receive Delegate Ribbons during registration. Delegates must retain their delegate ribbons. The ribbon must be worn to be admitted to the floor of the House of Delegates. At the time of registration, a Credentials Committee Member will validate your delegate and membership status with the assistance of an ONA employee.

If a delegate who has been seated in the House of Delegates must be absent from an entire session of the House, or must leave permanently, the delegate ribbon is to be surrendered to an authorized alternate who must register as a delegate and credentials reviewed by a Credentials Committee Member.

Delegate changes are made at the registration desk by the local's authorized representative. Authorized alternate delegates are only those elected by local members through the locals to serve as alternate delegates in the event an elected delegate cannot serve during the meeting of the House.

Only delegates and alternates whose names are included on the local's list of election results submitted to ONA may be seated. Should the delegate return, the delegate ribbon assigned to the original delegate must be obtained from the alternate who replaced the delegate, in order to re-register and be credentialed as a delegate once again.

PROCEDURE FOR DELEGATE REGISTRATION & CHECK-IN

Registration and attendee check-in will be at the Hyatt Regency in Columbus, Ohio on Monday, October 20, 2025, beginning at 11:00 a.m.

Advanced registration is highly recommended online at https://ohnurses.org/convention/. Registration at the event does not guarantee meals that are typically included in convention registration. Your delegate package will be available at the ONA registration desk when you check in.

Check in prior to 1:00 p.m. is recommended. House of Delegates will begin Monday, October 20, 2025, at 2:00 p.m. in the Franklin Ballroom. Lunch will be provided at 1:00 p.m. – 1:45 p.m. in the Union Ballroom.

If you are arriving on Tuesday, October 21st, registration will open at 7:30 a.m. along with breakfast and the Hall of the Candidates beginning at 7:30 a.m. in the Union Ballroom, followed by the House of Delegates beginning at 9 a.m. in the Franklin Ballroom.

VOTING IN THE HOUSE OF DELEGATES

The voting body of the Ohio Nurses Association consists of the following:

- Delegates duly elected by members of ONA's Local Units and the ONA Board of Directors (voting rights as stipulated by the ONA Bylaws).
- Each delegate is entitled to one vote on each issue coming before the House of Delegates. To facilitate voting in the House, a block of seats is reserved for delegates.
- At the time of registration, each delegate shall be issued a ribbon. Only delegates will be admitted to the delegate area of the House of Delegates.
- The Candidates Forum is scheduled from 7:30-8:45 a.m. on Tuesday, October 21, 2025 in the Union Ballroom.
- The Finance and Resolutions Proposals presentations will be held via webinar in September. Information on registering for these webinars can be found on page 15.

ROLL CALL VOTING

When the presiding officer calls for a roll call vote, the process is facilitated by first polling within the local unit delegations. A spokesperson from each delegation then steps to a microphone to announce the following as the roll is called:

1. Name of the Local Unit
2. Total number of accredited delegates assigned to the Local Unit
1. Number of delegates present at this session
2. Number of affirmative votes
3. Number of opposing votes
4. Number of abstentions

Vote tally forms to record this information are supplied by monitors. The vote tally form is to be returned to a monitor immediately after the spokesperson has announced the vote.



***Electronic voting will open at midnight (October 22) and will continue until 9:00 a.m. on the third day of convention (October 22). Candidates will be notified at approximately 9:30 a.m. and House of Delegates will begin at 10:00 a.m.**

2025 HOUSE OF DELEGATES AGENDA

Agenda Item 1. Call to Order

Agenda Item 2. National Anthem/Flag Guard

Agenda Item 3. Introductions/Greetings

Agenda Item 4. Registration Report (Credentials Report)

Agenda Item 5. Establishment of Quorum

Agenda Item 6. Standing Rules for the 2025 House of Delegates & Code of Conduct

Agenda Item 7. Establishment of Agenda

Agenda Item 8. ONA President & Executive Director Address

Agenda Item 9. Report of the Secretary-Treasurer

Agenda Item 10. Report of the Elections Committee
a. Process for those Running for Office
b. Announcement of Elections Committee
c. Voting Announcements

Agenda Item 11. Resolution Committee Report (2nd Day)

Agenda Item 12. Special Programming

Agenda Item 13. Report of the Bylaws Committee

Agenda Item 14. Ohio Nurses Foundation Report

Agenda Item 15. Memorial for Deceased Members – Nightingale Tribute

Agenda Item 16. Reaffirm of ONA Vision & Mission

Agenda Item 17. Legislative Platform Action

Agenda Item 18. Special Programming

Agenda Item 19. Roll Call Voting (Results)

Agenda Item 20. Declaration of Elections

Agenda Item 21. Swearing in of President

Agenda Item 22. Swearing in of Board of Directors

Agenda Item 23. Recognition of Outgoing Board Members

Agenda Item 24. Unfinished Business

Agenda Item 25. Other Business

Agenda Item 26. Adjournment

Proposed Standing Rules for Conducting Business at the 2025 ONA House of Delegates

1. Admission to the hall where the business sessions of the ONA Delegate Convention is conducted shall be restricted to credentialed delegates, ONA members, ONA invited guests, nursing students, and ONA staff.

2. Delegates shall be required to wear the official delegate's ribbon issued upon registration. Only delegates will be admitted to the delegate area. Voting on issues at the Convention business sessions shall be restricted to delegates only.

3. To obtain the floor, a delegate shall go to a microphone, wait for recognition by the chair, and state name and Local Unit.

4. Delegates may not speak and debate more than twice to the same question on the same day without permission of the House of Delegates, granted by a two-thirds vote without debate. No delegate may speak a second time to a question if another delegate who has not spoken wishes to do so. All speakers are limited to two (2) minutes each time.

5. Debate shall not exceed twenty (20) minutes on any question without permission of the House of Delegates, granted by a two-thirds vote without debate.

6. All main motions offered by a delegate shall be in writing, signed by the maker and the seconder, and shall be sent directly to the chair prior to the speaker beginning to speak. Only delegates may present motions.

7. Business interrupted by a recess shall be resumed at the next session at the point where it was interrupted.

8. All nominations of officers, directors, AFT delegates, and Ohio AFL-CIO delegates must be made via nomination petitions submitted to the Elections Committee no later than 8 a.m. on Tuesday, October 21, 2025. Nominations are no longer allowed from the floor. Declination of nominations must be made prior to 9 a.m. that same day. Candidates shall be introduced at Convention Breakfast & Hall of Candidates, Tuesday, October 21st 7:30 a.m. – 8:45 a.m. in the Union Ballroom and have the option to make a nominations acceptance speech. Persons nominated for Board positions will have two minutes to speak and Presidential Candidates five minutes to speak.

9. Any resolution previously forwarded to ONA, before the deadline for submission, for consideration by the Reference Committee but not approved for presentation, if presented by a delegate, must receive a two-thirds vote of the Convention for consideration and a majority vote to be adopted.

10. Any substantive resolution not of emergency nature and not previously forwarded to ONA, if presented by a delegate, must receive a three-fourths vote of the House of Delegates for consideration and a majority vote to be adopted.

11. Emergency resolutions may be submitted to the ONA Reference Committee up to noon on the day the Convention opens. If endorsed by the Reference Committee, the resolution shall be announced at the first meeting of the Convention and must receive a majority vote of the Convention for consideration. The resolution shall be placed on the agenda for consideration at the appropriate time.

13. Announcements shall be in writing, signed by the authorizing person, delivered to the ONA Secretary-Treasurer and except in emergencies, made immediately preceding the next recess.

14. All cell phones, tablets and other computers must be on vibrate or silent when the Convention is in session.

15. The Convention is a fragrance-free environment.

WHY USE PARLIAMENTARY PROCEDURE?

"Robert's Rules of Order Newly Revised," 12th Edition (RONR) incorporates customs developed over thousands of years, methods of communication used by members in meetings of any size to unite individuals into a group responsible for making decisions. These procedures provide a process for proposing, amending, approving, and defeating motions in an orderly manner and reduce the possibility of actions being declared challenged for procedural deficiencies.

MOTIONS ARE USED DURING MEETINGS TO TAKE ACTION

There are two (2) TYPES OF MOTIONS: The main motion which is any motion made when no motion is pending; and secondary motion made when a motion is already pending.

The motions below are grouped into five (5) classes based on their characteristics.

13 RANKING MOTIONS

PRIVILEGED MOTIONS

(concern business of the assembly)

22 – F - Fix the Time to Which to Adjourn
21 – A - Adjourn
20 – R – Recess
19 – R – Raise a Question of Privilege
18 – C - Call for the Orders of the Day

SUBSIDIARY MOTIONS

(concern the main motion)

17 – L - Lay on the Table
16 – P - Previous Question
15 – L - Limit or Extend Limits of Debate
14 – P - Postpone to a Definite Time
13 – C - Commit or Refer
12 – A - Amend – Amend
(primary and secondary)
11 – P - Postpone Indefinitely

MAIN MOTION

(Introduces business to the assembly)

10 – MAIN MOTION

(original = new; incidental = not new)

Green = debatable — **Not green = not debatable**
Red = 2/3 vote — **Not red = majority vote**
Blue = chair decides — *** 2/3 or majority w/notice**

My Pearls Are Classy Pretty Lady Pretty Lady
Can Robert Race a Ferrari

NON-RANKING MOTIONS

INCIDENTIAL MOTIONS

(relate to procedure)

- **Point of Order**
- **Appeal - Appeal**
- **Suspend the Rules**
- **Division of the Assembly**
- **Division of a Question**
- **Consider by Paragraph or Seriatim**
- **Motions Relating to Nominations**
- **Motions Relating to Voting and the Polls**
- **Requests and Inquiries**
- **To be Excused From a Duty**
  - **Parliamentary Inquiry**
  - **Request for Information**
  - **Request for Permission to Withdrawor Modify a Motion**
  - **Request to Read Papers or for any Other Privilege**

MOTIONS THAT BRING A QUESTION BEFORE THE ASSEMBLY AGAIN

(main motions that relate to motions already disposed of at the same or previous meeting)

- **Take from the Table**
- **Rescind, Amend Something Previously Adopted ***
- **Discharge a Committee ***
- **Reconsider – Reconsider**

2025 APPROVED CAMPAIGN PRACTICES

The nominations and elections will be conducted in accordance with the Ohio Nurses Association's Bylaws; and the Labor-Management Reporting and Disclosure Act of 1959, as amended. The Labor-Management Reporting and Disclosure Act (LMRDA) states that a labor organization may not use funds received from dues, assessments, or similar levies to promote the candidacy of a particular individual in a union election.

The LMRDA also states that employers may not contribute funds, directly or indirectly, in support of the candidacy of any individual for a labor organization office under any conditions. These prohibitions include any costs incurred by a labor organization or an employer and anything of value, including goods and services, contributed by a labor organization or an employer. Federal law also provides that candidates must be treated equally regarding the opportunity to campaign and that all members may support the candidates of their choice without being subject to penalty, discipline, or reprisal of any kind. The following are examples of application of the foregoing rules.

LOCAL UNITS (LU)
Although a LU may endorse a candidate, it shall not publicize the endorsement in the LU newspaper or by other means. A LU shall not use LU dues money for a function to promote the candidacy of a particular candidate. A LU may sponsor a function at which all candidates for a particular office are invited and no candidate is shown preference over another by the LU. Individual LU members may make voluntary contributions of money, goods, or services to a candidate.

Additional Approved Practices

1. Candidates shall not use Structural/Local Unit or employer stationery to promote their candidacy. Candidates shall not use the ONA/ LU corporate logo on campaign materials.
2. The amount that a candidate may expend in their campaign is not limited by ONA/LU.
3. Upon written request, ONA/LU will provide the names and address labels of the LU members in good standing to the candidate at a cost of $40. The list should be used solely for the promotion of the candidacy of the individual who requests the list and is not to be reproduced. ONA/LU will mail one set of mailing labels of the LU members in good standing to the candidate upon receipt of payment.

Please make checks payable to Ohio Nurses Association.

ONA/LU cannot guarantee that the listing is complete or that addresses are correct. While ONA/LU will do all it can to ensure completeness and accuracy, ONA cannot update lists after they have been sold and mailed to candidates. ONA does not discriminate against any candidate.

4. ONA/LU will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate's expense. Requests will be honored in the order received. Each candidate should check with postal officials to determine the proper postage.
5. ONA staff members are not to package or distribute campaign literature for any candidate.

Convention Campaigning Information

1. Candidates will be emailed election results. The ONA/LU is responsible for maintaining all nomination and election records for at least one year after the election, as required by federal law.
2. Each candidate shall have the option to make a speech at Convention in accordance with ONA's bylaws. Campaigning during balloting is prohibited.

QUESTIONS OR PROBLEMS
Candidates and members with questions about the nomination or election procedures should contact the Executive Director of the Ohio Nurses Association at 614-969-3800. Any violation of these rules should be reported promptly so that corrective action can be taken, if necessary.

INSTRUCTIONS FOR VOTING IN THE 2025 ELECTIONS

Time

Voting in the 2025 elections shall begin on Wednesday, October 22, 2025, from 12:00 a.m. until 9:00 a.m.

Voting Eligibility

1. When you arrive at Convention, register with the Credentials Committee to be credentialed and seated.
2. Only delegates who are seated by 5 p.m. on Tuesday, October 21, 2025, may vote in the elections.
3. All timely credentialed and seated delegates are able to vote on Bylaws amendments and elections, except as follows:
    a. Board members who are not also elected delegates shall not be eligible to nominate or vote for officers;
    b. Delegates from a Local Unit of Associate members must be elected by secret ballot in order to nominate or vote for officers; and
    a. Delegates from a Local Unit of Student or Retired Members must be elected by secret ballot in order to nominate or vote for officers.

Voting Procedures

1. All voting shall take place via electronic roll call ballot vote.
2. Each eligible delegate will receive a unique link to cast their vote electronically. This secure link will be sent via email and will allow delegates to participate in the voting process from any device with internet access.

RESOLUTION PROPOSALS & FINANCE COMMITTEE PRESENTATIONS VIA WEBINAR

ONA's finances and resolution proposals will be reviewed via webinar prior to Convention. The presentations are an opportunity for ONA Delegates to gain clarity on resolution proposals, as well as ONA's finances. There are two times for the hearing; it is not necessary to attend both times. There are NO changes made to the proposals and no formal transaction of business during the webinars. The presentations serve as a platform for members to gather information to allow for a more focused conversation during the House of Delegates at Convention. You must register in advance for the hearings. After registering, you will receive a confirmation email containing information to join.

To register, please visit the Convention website at https://connect.ohnurses.org/convention.

Pre-Resolution Proposals & Finance Pre-Convention Presentation

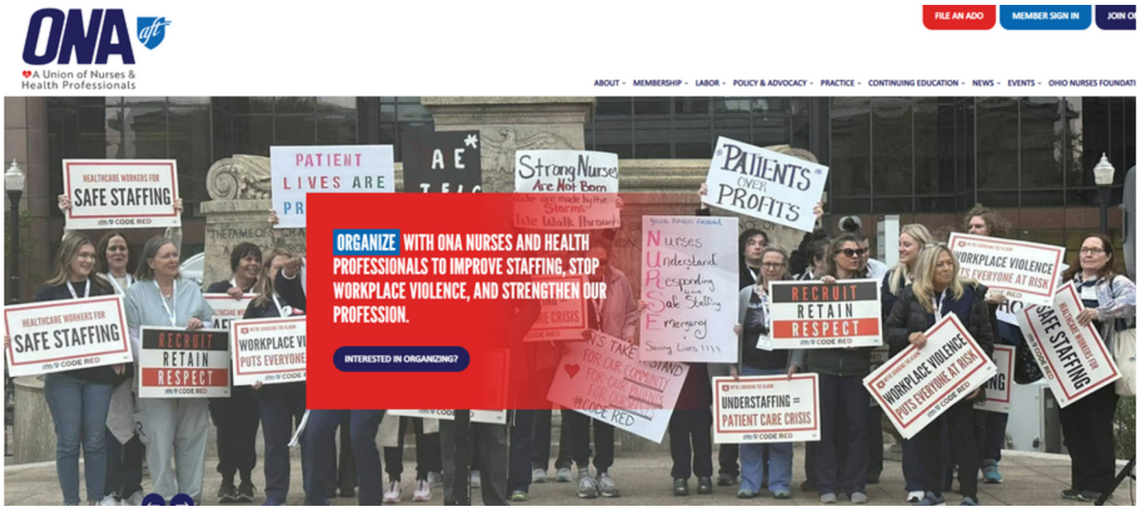
Date: September 25, 2025

Time: 10 a.m. or 6 p.m.

ONA Launches Revamped Website to Better Serve Ohio's Nurses & Health Professionals

ONA's website has a fresh new look! In August 2025, ONA launched a redesigned website to better serve nurses and health professionals across the state. With a cleaner layout, easier navigation, and faster access to key resources like continuing education, advocacy updates, and member tools, the new site is built to support the nursing profession. Whether you're on a desktop or mobile device, the new site makes it easier than ever to stay connected and informed.

https://ohnurses.org/



RESOLUTIONS

RESOLUTION #1 - Defending Worker Rights and Confronting Anti-Union Attacks
TITLE: Resolution in Defense of Worker Rights and Collective Power Against Anti-Union Forces
SUBMITTED: OSUNO

WHEREAS: Unions are a cornerstone of democracy and economic justice, giving workers a collective voice to advocate for fair wages, safe working conditions, and dignity on the job; and

WHEREAS: The labor movement, including the Ohio Nurses Association (ONA), has played a critical role in securing essential protections for nurses and health professionals—including workplace safety, staffing standards, due process rights, and mechanisms to address moral injury and systemic harm; and

WHEREAS: Anti-union organizations and other corporate-backed groups actively work to erode labor rights through litigation, legislation, misinformation campaigns, and direct interference in unionized workplaces; and

WHEREAS: These groups promote so-called "right-to-work" laws and other union-busting tactics designed to weaken worker solidarity, undermine collective bargaining, and strip nurses & health professionals of their ability to advocate for their patients and their profession; and

WHEREAS: Certain lawmakers at the local, state, and federal level have supported, introduced, or voted for legislation that attacks workers' rights, suppresses union activity, or prioritizes corporate interests over frontline caregivers and essential workers; and

WHEREAS: These attacks are not merely anti-union—they are anti-worker, anti-public health, and represent a broader threat to the well-being of our healthcare system and our democracy; and

WHEREAS: Defending union rights is inseparable from defending public health, racial and economic justice, and a sustainable healthcare system;

THERFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) will actively and publicly oppose any organization, campaign, legislation, or legal strategy—at any level—that seeks to undermine collective bargaining rights or weaken unions; and

BE IT FURTHER RESOLVED: That ONA will hold accountable any elected official—regardless of party—who supports or enables policies that strip workers of their rights or weaken union power, and will prioritize support for lawmakers who stand with nurses, health professionals, patients, and working people; and

BE IT FURTHER RESOLVED: That ONA will support legislation, regulation, contract language, and public education efforts that affirm and expand worker rights to organize, collectively bargain, and engage in concerted activity without fear of retaliation or coercion; and

BE IT FURTHER RESOLVED: That ONA will work in coalition with the broader labor movement and community allies to expose and resist anti-union strategies, to defend healthcare worker rights, and to promote just, people-centered policy at every level of government; and

BE IT FINALLY RESOLVED: That ONA reaffirms its commitment to building a stronger, more united union movement—one that cannot be divided or diminished by corporate interests, and that defends the rights of all workers to advocate for justice, equity, and safety on the job.

RESOLUTION #2 - Addressing Moral Injury Among Nurses and Health Professionals
TITLE: Resolution in Support of Addressing Moral Injury Among Nurses and Health Professionals Through Systemic Reform, Accountability, and Education
SUBMITTED: ONA Board of Directors

WHEREAS: Nurses and health professionals across Ohio and the nation are experiencing widespread moral injury, which occurs when systemic failures in the healthcare system prevent them from providing the care they know their patients need, and

WHEREAS: Moral injury is exacerbated by chronic, deliberate understaffing, unchecked workplace violence, and profit-driven decision-making by healthcare executives, all of which contribute to unsafe working environments and deteriorating patient care, and

WHEREAS: The devastating consequences of moral injury include high levels of burnout, mental health crises, and tragically, suicide—nurses die by suicide at significantly higher rates than the general population, with female nurses facing a risk more than twice that of women in other professions; and

WHEREAS: The story of Tristin Kate Smith, a dedicated and compassionate nurse who died by suicide after experiencing moral injury, highlights the urgency and human cost of these systemic failures, and reminds us that this crisis is not abstract—it is deeply personal and deadly; and

WHEREAS: Healthcare executives and institutions must be held accountable for the decisions and environments that perpetuate moral injury, and for failing to implement sustainable staffing models, violence prevention strategies, and a culture of respect and support for frontline workers; and

WHEREAS: Combating moral injury requires a multi-pronged approach, including education, policy, enforcement, and organizing, to transform healthcare workplaces into environments that honor the ethical commitment and well-being of the professionals who staff them; and

WHEREAS: The Ohio Nurses Association (ONA) is committed to relentlessly advocating for systemic change, empowering members, and rebuilding a healthcare system that puts patients and workers first;

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association affirms its commitment to acknowledging and addressing moral injury as a critical public health and professional crisis facing nurses and healthcare workers in Ohio and beyond; and

BE IT FURTHER RESOLVED: That ONA will support and promote education and continuing professional development on moral injury for nurses, health professionals, employers, and policymakers, to increase awareness, foster resilience, and drive systemic change; and

BE IT FURTHER RESOLVED: That ONA will support and advocate for legislation, public policy, regulatory reform, and collective bargaining language that directly targets the systemic causes of moral injury, including:

- Legally enforceable minimum nurse-to-patient staffing ratios to ensure safe, manageable workloads;
- Protections for charge nurses and guaranteed break relief to preserve clinical judgment and prevent burnout;
- Sufficient and equitable access to paid time off so healthcare workers can rest, recover, and maintain their well-being;
- Confidential, trauma-informed mental health resources that are accessible without fear of stigma, retaliation, or licensure consequences;
- Comprehensive workplace violence prevention programs, including mandatory training, investment in safety equipment and personnel, clear reporting structures, and real consequences for perpetrators;
- Robust whistleblower protections and mandatory reporting mechanisms to expose unsafe conditions without retaliation;
- Mandatory transparency and accountability standards for healthcare executives whose decisions directly impact patient care and worker safety.

BE IT FURTHER RESOLVED: That ONA will continue to elevate stories like that of Tristin Kate Smith to demand urgent action and ensure that no nurse or health professional is left alone in the fight for a safe, just, and sustainable healthcare system; and

BE IT FINALLY RESOLVED: That ONA will center the voices and lived experiences of nurses and health professionals in all strategies to end moral injury—through advocacy, accountability, education, and solidarity.

RESOLUTION #3 - Advancing a Unified Steward Structure Across Local Units
TITLE: Resolution in Support of Strengthening ONA's Steward Structures to Build Union Power, Solidarity, and Contract Enforcement
SUBMITTED: Union Hospital Nurses Association

WHEREAS: ONA represents thousands of union nurses and health professionals across Ohio who face increasingly difficult working conditions, including unsafe staffing, workplace violence, burnout, and corporate-driven austerity in healthcare systems; and

WHEREAS: Strong, well-supported union stewards are the foundation of an empowered workplace, serving as advocates, educators, organizers, and enforcers of the collective bargaining agreement (CBA); and

WHEREAS: Some ONA Local Units currently lack a fully developed or unified steward structure, creating gaps in communication, representation, and contract enforcement; and

WHEREAS: A coordinated steward program ensures that every work unit and shift has visible, trained union leaders ready to support members, file grievances, build solidarity, and take action when needed; and

WHEREAS: A robust steward structure increases member engagement, improves workplace conditions, protects against retaliation, and ensures contracts are respected and enforced;

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) commits to advancing a coordinated and comprehensive steward structure across all ONA Local Units to strengthen frontline union presence and build collective power; and

BE IT FURTHER RESOLVED: That ONA will work with Local Unit leadership to:

- Assess and map steward coverage by unit, shift, and facility;
- Set clear goals for steward density and diversity;
- Offer ongoing training and leadership development for new and experienced stewards; and
- Ensure stewards are empowered to lead grievance handling, workplace actions, and new member onboarding; and

BE IT FURTHER RESOLVED: That ONA will provide staff and structural support—including education, materials, and mentorship—to build sustainable and effective steward networks; and

BE IT FURTHER RESOLVED: That ONA will foster connection among stewards across hospitals, sectors, and regions to share strategies, build solidarity, and align contract campaigns and organizing efforts; and

BE IT FINALLY RESOLVED: That ONA recognizes the steward role as essential to union strength, and commits to making steward development and support a central pillar of our union's vision for building power and advancing justice for nurses, health professionals, and the patients we serve.

RESOLUTION #4 - Advancing Safe Minimum Staffing Standards in Ohio
TITLE: Resolution in Support of Safe Minimum Nurse Staffing Standards to Protect Patients and Healthcare Professionals in Ohio
SUBMITTED: PSNA

WHEREAS: Ohio nurses and health professionals are facing a patient care crisis driven by chronic, deliberate understaffing, resulting in unsustainable workloads, increased workplace violence, and compromised patient safety and outcomes; and

WHEREAS: The Ohio Nurses Association's Position Paper on Safe Nurse Staffing in Ohio Hospitals lays out a clear, evidence-based strategy to stabilize the healthcare industry by investing in the frontline workers who provide direct patient care, including key recommendations such as:

- Legally enforceable minimum nurse-to-patient ratios;
- Charge nurse protections and dedicated break coverage;
- Whistleblower protections for those reporting unsafe conditions;
- Stronger mechanisms for accountability and oversight of hospital staffing plans; and

WHEREAS: Extensive research—including ONA's 2024 survey of over 14,000 Ohio nurses—demonstrates that unsafe staffing is driving nurses out of the profession, harming patients, and creating toxic workplace environments across hospitals statewide; and

WHEREAS: Frontline healthcare professionals are best positioned to identify staffing risks and should be empowered to shape solutions through contract negotiations, regulatory action, and policy development; and

WHEREAS: Other safety-critical industries—such as aviation, transportation, and nuclear energy—operate under strict staffing, safety, and fatigue standards to protect lives, while Ohio hospitals currently operate with no enforceable minimum staffing requirements; and

WHEREAS: Hospital lobbyists and organizations, including the Ohio Hospital Association and the Chamber of Commerce, continue to oppose enforceable standards and accountability, putting profits over patients and undermining the professional judgment of nurses and health professionals.

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) affirms that safe minimum nurse staffing standards are essential to protecting patient care, nurse well-being, and the integrity of Ohio's healthcare system; and

BE IT FURTHER RESOLVED: That ONA will actively promote and implement the recommendations outlined in the ONA Position Paper on Safe Nurse Staffing, and will use the paper as a foundational tool to guide advocacy, education, and organizing efforts; and

BE IT FURTHER RESOLVED: That ONA will pursue and support legislation, public policy, regulations, and collective bargaining language that mandate enforceable staffing standards, expand transparency, strengthen accountability, and empower frontline health professionals; and

BE IT FURTHER RESOLVED: That ONA encourages continuing education on the impacts of staffing on patient outcomes and worker health, supports research to inform data-driven advocacy, and promotes the use of tools such as Assignment Despite Objection (ADO) forms and Unsafe Assignment Reports to document unsafe staffing conditions; and

BE IT FURTHER RESOLVED: That ONA will mobilize a grassroots campaign to elevate the voice of every nurse and health professional in the fight for safe staffing, and will demand oversight and accountability from hospital systems, boards, and public officials; and

BE IT FINALLY RESOLVED: That ONA will not rest until every patient receives safe, quality care—and every nurse and health professional has the staffing support and protections they need to do their jobs safely and effectively.

RESOLUTION #5 - Confronting Workplace Violence in Healthcare
TITLE: Resolution in Support of Comprehensive Action to Prevent and Address Workplace Violence Against Nurses and Health Professionals in Ohio
SUBMITTED: ONA Board of Directors

WHEREAS: Workplace violence (WPV) against nurses and health professionals is at epidemic levels, with 65% of Ohio nurses reporting experiencing violence in the past year alone, according to the 2024 ONA Survey of All Ohio Nurses; and

WHEREAS: Workplace violence in healthcare includes physical assaults, sexual assault, verbal abuse, threats, intimidation, and harassment, and has been linked to increased staff turnover, moral injury, trauma, and burnout; and

WHEREAS: The current healthcare system too often accepts violence as "part of the job" and fails to hold hospital administrators accountable for creating and maintaining safe working environments; and

WHEREAS: The tragic story of Tristin Kate Smith, an Ohio nurse, who died by suicide after suffering repeated violence and unsafe conditions on the job, is a sobering reminder that WPV has deadly consequences; and

WHEREAS: Suicide rates among nurses are higher than the general population and continue to rise, especially among bedside nurses in high-risk, high-pressure environments without meaningful protections or institutional support; and

WHEREAS: ONA believes that no nurse or health professional should ever fear for their life or safety while doing the work of caring for others, and that hospitals and healthcare systems have a moral, legal, and professional responsibility to protect their staff; and

WHEREAS: ONA members have called for enforceable solutions to WPV, including mandatory prevention plans, real-time reporting systems, investigation and follow-up procedures, trauma-informed support for victims, and enforceable workplace violence language in contracts;

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) recognizes workplace violence as a systemic crisis that threatens the health and safety of health professionals and the patients they serve; and

BE IT FURTHER RESOLVED: That ONA will support and advocate for comprehensive legislation, public policy, regulation, and contract language that:

- Requires enforceable WPV prevention plans and training;
- Mandates the reporting and tracking of all violent incidents;
- Establishes clear accountability mechanisms for hospital administrators;
- Ensures appropriate staffing to reduce risk and escalation; and
- Provides trauma-informed care and mental health support for impacted staff; and

BE IT FURTHER RESOLVED: That ONA will advance education and training for nurses, health professionals, and union leaders on identifying, preventing, and responding to workplace violence, including how to document and report WPV incidents using tools such as Assignment Despite Objection (ADO) and Unsafe Assignment Forms; and

BE IT FURTHER RESOLVED: That ONA will promote and support research into the root causes and impacts of WPV in healthcare, including the mental health toll on frontline workers and the intersection of WPV with chronic understaffing and moral injury; and

BE IT FURTHER RESOLVED: That ONA will work to hold hospital executives and systems accountable through legislative advocacy, media campaigns, regulatory action, and grassroots pressure, insisting that safety for caregivers must be a top priority—not an afterthought; and

BE IT FINALLY RESOLVED: That ONA will continue to fight—through organizing, collective bargaining, and advocacy—to ensure that every nurse and health professional is safe on the job, respected in their workplace, and empowered to speak out without fear.

RESOLUTION #6 - Establishing a Just Culture in Ohio Healthcare Facilities
TITLE: Resolution in Support of a Just Culture: Ending the Criminalization of Health Professionals and Demanding System Accountability
SUBMITTED: ONA Board of Directors

WHEREAS: Nurses and health professionals across Ohio provide care in increasingly unsafe, high-pressure environments due to systemic failures such as chronic understaffing, excessive workloads, and inadequate institutional support; and

WHEREAS: These systemic issues often result in adverse outcomes and medical errors, for which individual healthcare workers are too often blamed, disciplined, or even criminally charged—rather than addressing the root causes of harm; and

WHEREAS: High-profile cases like that of RaDonda Vaught, and the growing trend of scapegoating healthcare workers, have created fear and moral injury among frontline nurses and health professionals and directly undermine a culture of safety, transparency, and learning; and

WHEREAS: A Just Culture approach is proven to improve patient safety by focusing on system accountability, fair investigations, and continuous learning—rather than individual punishment; and

WHEREAS: The trauma of being unfairly punished for systemic failures contributes to moral injury and the rising rates of burnout, PTSD, and suicide among healthcare workers; and

WHEREAS: Boards of hospitals and health systems are ultimately responsible for quality and safety in their institutions and must ensure a non-punitive, transparent, and worker-centered approach to safety improvement;

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) urges all healthcare institutions in Ohio—and their governing boards—to formally adopt and implement Just Culture principles as a core component of their governance, risk management, and quality frameworks; and

BE IT FURTHER RESOLVED: That ONA will advocate for legislation, regulation, and collective bargaining agreements that:

- Prohibit criminalization of nurses and health professionals for unintentional clinical errors;
- Require governing boards to oversee Just Culture implementation and conduct annual reviews of its application;
- Mandate that error investigations be rooted in root cause analysis and system accountability;
- Include whistleblower protections for those who report unsafe conditions, near misses, or system breakdowns; and
- Hold executives and administrators accountable for failures to correct hazardous working conditions and staffing models; and

BE IT FURTHER RESOLVED: That ONA will provide education, advocacy tools, and member training to promote awareness of Just Culture and support nurses & health professionals in protecting themselves and their colleagues from unjust discipline; and

BE IT FURTHER RESOLVED: That ONA will support research and data collection to document the impact of Just Culture on workforce safety, patient outcomes, nurse & health professional retention, and reduction of moral injury; and

BE IT FINALLY RESOLVED: That ONA commits to building a healthcare system in Ohio that centers safety, justice, and dignity —not fear—by ensuring governing boards lead the transformation toward true system accountability and frontline empowerment.

RESOLUTION #7 - Preserving and Protecting Medicaid to Prevent Hospital Closures and Protect Community Health

TITLE: Resolution in Support of Preserving Medicaid as a Lifeline for Patients, Healthcare Workers, and Hospital Sustainability in Ohio

SUBMITTED: ONA Board of Directors

WHEREAS: Medicaid provides healthcare coverage to more than 3 million Ohioans—including children, seniors, people with disabilities, and working families—and is the largest single payer for long-term care and maternal health in the state; and

WHEREAS: Medicaid is a critical source of funding for hospitals, especially in rural and underserved communities, where reimbursement from Medicaid makes up a substantial portion of hospital revenue; and

WHEREAS: Cuts to Medicaid eligibility, reimbursement rates, or expansion efforts threaten the financial viability of hospitals and health systems across Ohio, leading to service reductions, facility closures, job losses, and worsening health outcomes; and

WHEREAS: The closure of hospitals—particularly in rural and low-income areas—leaves communities without emergency care, maternity services, and essential outpatient care, while also eliminating stable, unionized healthcare jobs; and

WHEREAS: Nurses and health professionals rely on a strong Medicaid program to ensure that patients can access timely and equitable care, and to ensure their own workplaces remain funded, staffed, and safe; and

WHEREAS: Threats to Medicaid access disproportionately impact communities of color, people with disabilities, and individuals with chronic conditions, deepening health disparities and worsening public health crises; and

WHEREAS: The Ohio Nurses Association (ONA) recognizes that Medicaid is not only a healthcare program, but a driver of economic stability and public health infrastructure in every part of Ohio;

THEREFORE, BE IT RESOLVED: That the Ohio Nurses Association (ONA) reaffirms its unwavering support for the protection, full funding, and expansion of Medicaid in Ohio and nationally; and

BE IT FURTHER RESOLVED: That ONA will oppose any effort—legislative, regulatory, or administrative—that reduces Medicaid eligibility, imposes barriers to enrollment (such as work requirements), or undermines hospital reimbursement; and

BE IT FURTHER RESOLVED: That ONA will advocate for public policies, and legislation that preserve hospital services and funding tied to Medicaid coverage, particularly in rural and underserved areas; and

BE IT FURTHER RESOLVED: That ONA will educate members, patients, and the public on the direct link between Medicaid funding and hospital closures, staffing shortages, and access to care; and

BE IT FINALLY RESOLVED: That ONA will join with labor, community, and patient advocacy organizations to mobilize around Medicaid protection as a cornerstone of a just healthcare system and a critical factor in protecting both patient outcomes and healthcare jobs.

CANDIDATE PROFILES 2025

PRESIDENT (ELECT 1)



RICK LUCAS - BSN, RN, CCRN

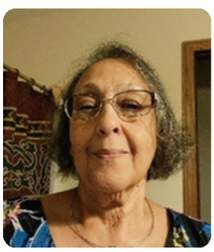
I have been a registered nurse since 2004 and have worked in healthcare since 2002. My union journey began in 2016 when I served as a unit organizer during contract negotiations. I was elected to the OSUNO Board in 2017, then as First Vice President in 2018, and finally as President in January 2019. From the very beginning, my focus has been on organizing to make meaningful and positive change for nurses, health professionals, and our patients.

As OSUNO President, I helped lead our local union to secure enforceable safe staffing ratios in 2019 and a sustained incentive pay program in 2022. Much of the contract language we fought for has since become AFT model contract language, lifting standards for nurses far beyond our own local.

In October 2023, I was elected President of the Ohio Nurses Association, and the Board named me Executive Director the following month. Since then, I've led an overhaul of our ADO system, resulting in a sharp increase in reporting compared to years past. I've also worked to push forward legislation and contract language to combat workplace violence, while creating a stronger system of accountability to ensure ONA consistently delivers for its members. Under my leadership, ONA has also grown—we've won new union elections, bringing surgical technologists, respiratory therapists, and LPNs into our union alongside RNs, with additional groups now on their way to elections.

POSITION STATEMENT: If reelected, I will continue advancing ONA's strategic plan and will prioritize building a robust steward program to strengthen engagement and knowledge across all of our locals.

VICE PRESIDENT (ELECT 1)



JACINTA P. TUCKER, RN, MSN Ed

I am an ICU Staff Nurse at Cleveland Clinic Union Hospital. I have been employed at Union Hospital for over 26 years working as a Staff Nurse starting in the Float Pool, Step Down Unit, and now the Critical Care Unit. I am also a charge, preceptor and resource nurse.

My educational path includes Regis University MSN Education Certification (2009-2011); Malone University BSN Completion Program (2001-2003); Central Ohio Technical College ADN (1989-1992); and Genesis Hospital working Telemetry, Medical Surgical, and Intensive Care Units for 12 years.

I have been involved with labor management since 1998, holding office in a local bargaining unit from 1998-2001. I have also been on a negotiation team that negotiated five contracts. I have served on many committees at the Ohio Nurses Association (ONA) where I currently serve as Vice President. My other professional associations include the National Association for the Advancement of Colored People (NAACP); United Negro & College Fund (UNCF) Ohio Democratic Caucus; the Association of Critical Care Nurses (ACCN); and Sigma Theta Tau International.

Within my career, I have earned several awards and achievements. I received an award in 1992, 2003, and 2009 for Who's-Who Among Students and Who's Who of Professional Women (2010-present); Academic Achievement Award in 1992 from COTC and from Regis University in 2011; and the Pillars Award for Community Service 2008. I was also inducted into the Sigma Theta Tau International Chapter in 2012.

Outside of my nursing career, I continue to serve my community helping with fundraising, community outreach, working with the community to help make awareness of the many resources available, and any other thing needed to help make this venture successful. I continue to work with the Pillars Club, a community club that sponsors scholarship awards to give students opportunity to attend college and help residents in the community with helping hands as needed.

CANDIDATE PROFILES 2025

POSITION STATEMENT: I have a strong belief that nursing is a profession that needs to be heard nationally. By joining Ohio Nurses Association, we ensure the voice of nurses and the message across local, state, and national is heard. My passion and dedication for the nursing profession is strong, therefore I will continue to serve as a strong advocate for nurses, encouraging involvement, keeping our profession strong.

SECRETARY-TREASURER (ELECT 1)



BARBARA MCGHEE, BSN, RN, CNOR

Barbara McGhee is a 1989 Kent State University graduate. She began her career at Akron General Medical Center where she has provided patient care over the last 36 years in six different areas including medical floor 7100, Medical Surgical Float, 4300 medical floor/Progressive Intensive Care Unit, Coronary Care/Progressive Coronary Care, Post Anesthesia Care Unit, and currently in the Operating Room. Barbara has been a board member of PSNA (local chapter of ONA) since 2022 and helped negotiate their most recent contract. She has also served on the ONA board since 2021.

POSITION STATEMENT: I put forth my nomination for Secretary-Treasurer of the Ohio Nurses Association. I am passionate that any person who finds themselves in need of health-care services anywhere in Ohio could be cared for by a healthcare worker who is part of the Ohio Nurses Association. When health care workers have a voice without fear of termination, they not only advocate for better working conditions and fair compensation but for the rights of their patients to receive compassionate, timely life-saving care. I am committed to continuing to move our organization forward and expanding our reach in our communities.

BOARD OF DIRECTORS (ELECT 15)



JANET CORBIN, BSN, RN, CCRN

I have worked at the Ohio State University Wexner Medical Center and have been a member of ONA for 25 years. I have been Treasurer of ONA, and a current member of the board of directors for 3 years. I also served as Treasurer of Ohio State University Nurses Organization for 3 terms, and prior to that served on the board of directors.

POSITION STATEMENT: There have been many changes for the better at ONA while I have served and hope to continue to serve our members for another biennium.



SARAH FORAKER, RN

As a dedicated and passionate registered nurse with 27 years of experience serving the healthcare community of Ohio, I am honored to seek election to the Ohio Nurses Association Board of Directors and Convention Delegate. My commitment to advancing the nursing profession, advocating for our patients, and empowering my colleagues aligns seamlessly with ONA's mission to promote excellence in nursing and improve healthcare for all Ohioans. Throughout my career I have worked in diverse settings, from the emergency room to cardiac procedural, giving me a comprehensive understanding of the challenges and opportunities facing nurses across the state. My experience on the OSUNO Board of Directors has equipped me with the collaborative and strategic skills necessary to effectively serve on this Board. I have witnessed firsthand the profound impact that strong nursing leadership and advocacy can have on patient outcomes, nurse well-being, and healthcare policy. It is this understanding that fuels my desire to contribute at a higher level to the organization that champions our profession.

POSITION STATEMENT: I am committed to transparent communication, fostering inclusivity, and working collaboratively with all Board members and ONA members to achieve our shared goals. I am eager to contribute my energy, experience, and dedication to the Ohio Nurses Association, and to serve as a strong advocate for every nurse and healthcare professional in our state. I respectfully ask for your support and your vote.

CANDIDATE PROFILES 2025



KYLEE HAM, RN

Kylee Ham is an emergency department nurse at the University of Cincinnati Medical Center (UCMC). She is the current president of the Registered Nurses Association of Cincinnati (RNA) and a current board member for the Ohio Nurses Association. She is known for her work as a union leader and advocate for nurses and patients, particularly concerning safe staffing levels and workplace safety. She is an outspoken advocate for building working-class power and has spoken at rallies about the importance of unions and their role in transforming healthcare.

- She is married to Jared Ham, and they have a son named Caden.
- She has three dogs named Tater, Goetta, and Grippo, and two cats named Cricket and Ophelia.
- She adores her chickens and sees them as pets.
- She and her family moved to Cincinnati from Texas in 2016.
- A central pillar of her advocacy is ensuring safe staffing levels in hospitals.
- She has spoken out against the closure of the Daniel Drake Center, highlighting the negative impact on patients and the community and framing it as a result of a profit driven healthcare system that neglects the needs of patients.
- Ham sees organizing nurses as a way to transform the healthcare system itself, not just improve conditions for individual workers.
- She believes that members should determine the union's direction and has asked for increased input from nurses on union work.

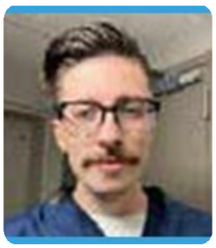


CATHARYNE HENDERSON, BSN, RN-BC

I am a highly accomplished and dedicated nursing leader, bringing 12 years of diverse clinical practice experience and a proven track record in governance for candidacy for the ONA Board of Directors. Currently a Staff Nurse with PCU training at The Ohio State University James Cancer Hospital, I possess an intimate understanding of the daily realities and evolving needs of frontline nurses and the patients they serve. My extensive background in oncology nursing has instilled a deep commitment to evidence-based practice, patient safety, and fostering optimal care environments. Beyond the bedside, I have demonstrated exceptional leadership through my prior service as an E&GW Commissioner and ONA Board Member since 2021. In these roles, I actively contributed to advocating for the advancement of professional standards with contributions to the 2023 and 2024 State of Nursing for Ohio with the Council on Practice and shaping policy in chairing the Health Policy Council. These experiences have equipped me with invaluable insights into organizational governance, policy development, and the collaborative leadership essential for a statewide board.

POSITION STATEMENT: I am passionate about elevating the nursing profession, ensuring nurses and health professionals have the resources and autonomy to provide the highest quality care, and advocating for policies that support both practitioners and the communities they serve. My unique blend of direct clinical expertise and seasoned board leadership makes me an ideal candidate to contribute meaningfully to the ONA Board of Directors.

CANDIDATE PROFILES 2025



LUKAS KILLIAN, BSN, RN-BC

I am a Medical-Surgical nurse of seven years at the Ohio State University Wexner Medical Center on the 9 West Rhodes unit. I am also a Board member of local OSUNO and sitting Board member of the ONA as well as a member of the Health Policy Council at ONA.

POSITION STATEMENT: As a medical surgical nurse with several years of experience fighting for the rights and well-being of my fellow nurses at Ohio State, I hope to bring fresh perspectives, new ideas, and deliver a fierce resolve to tackle the many issues facing bedside nurses and other health professionals in Ohio. Violence at the bedside, economic justice, and making sure nurses have dignity in what they do and where they work are my top priorities.



JUSTINE LIEBERUM - BSN, RN, PCCN

Justine Lieberum has a BS in Human Development and Family Science from OSU and a BSN from Capital University. She's been a nurse for seven years and is proud to have spent her entire career in unionized roles, in some of the largest (OSUNO) and smallest (Hoxworth Apheresis RNs) local units of ONA. Justine is passionate about engaging with patients across the healthcare continuum and enjoys caring for apheresis patients all around Cincinnati as an Apheresis RN with Hoxworth Blood Center, part of the University of Cincinnati. She has been a member of the ONA Board of Directors since 2023.

POSITION STATEMENT: I am seeking to be re-elected to the ONA Board of Directors. While I'm incredibly proud of the growth that our union has experienced since the last biennium, much work lies ahead, especially in light of the current political climate. I've learned a lot in the last two years in this role and am eager to continue advocating for Ohio's healthcare professionals. If elected, I will prioritize all members, from both large and small local units and from all across the state, as we are strongest when all of our voices are heard. Thank you for your consideration.



SARABETH MURRAY, BSN, RN-BC

I am a staff RN in the nursing float pool at OSUWMC. I have been a nurse since 2017 and previously a PCA also in the float pool from 2013. I live with my husband and our dogs in Columbus. I enjoy traveling and being out in nature as much as I can. I love the many avenues that nursing has given me over the years.

While I work at OSU, I also am a clinical instructor, work for a nurse mission trip organization, active on our local union Board for OSUNO, and I will finish my master's degree in healthcare innovation in April of 2026. As a float nurse I have had the privilege of working across multiple units, adapting quickly to diverse clinical environments, and collaborating with interdisciplinary teams across the medical center. This perspective has given me insight into the challenges and opportunities faced by nurses throughout our healthcare system especially in times of staffing shortages, burnout, workplace violence, and shifting healthcare policy. I have been an active board member with OSUNO since 2021 and have now served on the last two contract negotiations.

POSITION STATEMENT: I am seeking a Board position with ONA because I believe we need front-line voices who understand the complexity of what nursing looks like today. I am passionate about advocating for safe staffing, well-being, professional development, and ensuring our voices are not only heard but acted upon at the policy level. I am committed to being a bridge between bedside practice and state-wide changes. I would be honored to represent my fellow nurses at the state level.

CANDIDATE PROFILES 2025

ALEX WATTS, BSN, RN, PCCN



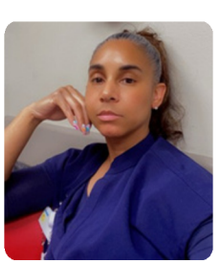
LYNDSEY WHITE-DYE, RRT

Hello, I am a Registered Respiratory Therapist employed at the main campus at OSU. I have been an RRT for 20 years. I've been at OSU nearly eight years. Prior to OSU, I worked at smaller community hospitals. I am a founding member of the Ohio State Respiratory Therapy Organization and serve on my Local board as Secretary. I also participated on the negotiation committee to help secure a first contract. I also serve on the LMC and on our Safe Staffing Committee.

I love working at OSU, I love advocating for my coworkers and patients. Most of my time, I work in the Ross Hospital working with heart and lung transplants, which I am CALS certified and ECMO trained. I also work in our ED and as a Charge when needed. Being a charge therapist entails me being a great resource for therapist with extensive knowledge in all respiratory needs at OSU.

POSITION STATEMENT: I am running to retain my Board seat on the ONA Board. I am running to represent all the Allied Healthcare Professionals. Currently, I serve as the only non-nurse. I only acquired my seat in December 2024. While I am new to this, I intend to become more involved in ONA committees to be a voice for Allied Healthcare Professionals and to incorporate ONA's core values of social responsibility, collaboration, integrity, and professionalism to these new groups represented. My work as one of the lead negotiation members helped me gain a loud and persistent voice to advocate for myself and my fellow RTs. The safe staffing crisis is an ongoing topic for all healthcare right now, not just for our nurses. It affects all departments, and I want to be that voice so we are all noticed. Vote for me to be that voice! Thank you.

AFT DELEGATES (ELECT 63)



JANUARY BELCHER, RN-BC

I've been a dedicated nurse for over 20 years with most of my career at OSUWMC. I have been an active board member with my local, OSUNO, which now includes being the Secretary. I have proudly fought and advocated for nurses not only for my local, but alongside ONA and AFT in different capacities whether on panels, picket lines, commercials, or speaking on the Ohio Statehouse lawn.

POSITION STATEMENT: I stand firmly in support of safe staffing ratios, equitable compensation, and improved working conditions for all nurses. As frontline healthcare professionals, nurses are critical to the delivery of high-quality, patient-centered care. Yet, across the country, nurses continue to face chronic understaffing, stagnant wages, burnout, and a lack of decision-making power in their workplaces. I believe that patient safety and nurse well-being are inseparable. Unsafe staffing practices directly endanger patients and contribute to moral distress, injuries, and professional dissatisfaction among nurses. Adequate nurse-to-patient ratios must be legally mandated and rigorously enforced in all healthcare settings.

In addition, nurses deserve compensation that reflects the complexity, skill, and emotional labor of their work. Pay disparities and wage stagnation must be addressed to attract and retain a robust nursing workforce especially in underserved communities. We also demand a seat at the table in decisions that affect clinical practice, organizational policy, and public health. Nurses must be empowered to use their voices to advocate for patients, their profession, and the communities they serve. Nurses are not expendable. They are essential. It is time to respect, protect, and support those who care for us all.

To be an AFT and AFL-CIO Delegate will allow me to continue to help fight and advocate for nurses not just for my local, but all over Ohio.

CANDIDATE PROFILES 2025



MARIE CINALLI, RN

I have been a staff nurse at Akron General since 2001-present; a clinical instructor from 2008-2022; ONA District President; Director, and Committee Chair.; ONA and AFT Delegate; and Magnet Convention Delegate.

POSITION STATEMENT: As a passionate bedside nurse, my mission is to contribute to the advancement of the practice of nursing. I have a strong desire to advocate for nursing and patients by being an active member in the ONA. My greatest passion is to serve on a national, state, and local level as well as use social media to raise awareness to help keep nurses, patients, and healthcare workers safe. To have your vote would be greatly appreciated.



AMY POMPEII, RN-BC

My name is Amy Pompeii, RN-BC and I have been a staff nurse at the bedside for 29 years. I started at OSU in 1996 as a new grad in the Med-Surg Float Pool and have remained in that position my entire nursing career. I have advanced professionally by obtaining my Med-Surg certification and Clinical Ladder IV. I most recently served as OSUNO President from January 2024-June 30, 2025, and previously served as OSUNO's 1st Vice President from January 2020-December 2023. I have also served as an OSUNO Board member, President of MODNA, Secretary of MODNA, Chair of the E&GW Commission, and a structured board seat at ONA. In addition, I have served as an ONA delegate, AFT delegate, and an AFL-CIO delegate for the past eight years.

POSITION STATEMENT: I am seeking to be appointed as an AFT delegate and AFL-CIO delegate. My knowledge and years of experience with this role make me the perfect candidate to continue to represent the voices of the nurses from across the state of Ohio. Focusing on quality patient care and advocating for staff safety will continue to be my mission.

BRET APPLE II

JANET CORBIN – See "Board of Directors"

SARAH FORAKER – See "Board of Directors"

GREG GOODMAN

KYLEE HAM - See "Board of Directors"

CATHARYNE HENDERSON – See "Board of Directors"

BRIAN KELLY

LUKAS KILLIAN – See "Board of Directors"

JUSTINE LIEBERUM – See "Board of Directors"

RICK LUCAS - See "President"

BARBARA MCGHEE – See "Secretary-Treasurer"

TONY MYERS

JACINTA TUCKER – See "Vice President"

ALEX WATTS

CANDIDATE PROFILES 2025

AFL-CIO DELEGATES (ELECT 55)

JANUARY BELCHER – See "AFT Delegate"

MARIE CINALLI – See "AFT Delegate"

JANET CORBIN – See "Board of Directors"

SARAH FORAKER – See "Board of Directors"

CHRISTINE FURBEE

KYLEE HAM - See "Board of Directors"

CATHARYNE HENDERSON – See "Board of Directors"

LUKAS KILLIAN – See "Board of Directors"

JUSTINE LIEBERUM – See "Board of Directors"

RICK LUCAS - See "President"

BARBARA MCGHEE – See "Secretary-Treasurer"

AMY POMPEII – See "AFT Delegate"

JACINTA TUCKER – See "Vice President"

ALEX WATTS

ONA Delegates: Register for Parliamentary Webinar



Hear from Parliamentarian Barbara Proctor, PRP, in a recorded webinar covering everything you need to know about using parliamentary procedure and applying Robert's Rules of Order as a delegate at ONA Convention.
Register and access at ce.ohnurses.org/p/RR

2025 Cornelius Leadership Conference Package



The 2025 Cornelius Leadership Conference is fully online and self-paced for 2025.

- Cornelius Keynote Address on Leadership
  - Join Dr. Wendy Dean, author and nationally recognized expert on Moral Injury, for the webinar presentation 'Moral Injury: What You Need to Know & What We All Need to Do'
- Porter Lecture on Workplace Advocacy and Martyn Paper on Communications
  - Hear from experts regarding workplace advocacy, and then write your own letter to policymakers during the guided letter writing exercise in 'From the Floor to the Capitol: Turning Moral Injury into Policy Advocacy'
  - Learn about 'Reclaiming Our Ethics: Union Power as a Tool to Combat Moral Injury'

Register at ce.ohnurses.org/p/CLC2025

THE NIGHTINGALE TRIBUTE



Nursing is a calling, a way of life. Nursing is a service profession that cannot be live in isolation. Nurses rely on each other for the synergistic effort of teamwork in our efforts of care giving. It is appropriate that we honor our colleagues, not only during their career but also at the end of life's journey.

The Nightingale Tribute is a tribute to any registered nurse or licensed practical nurse for their years of service, to be given during the nurse's funeral by a nurse colleague or friend.

The Nightingale Tribute was designed and developed by the Kansas State Nurses Association in 2003 to be used to honor deceased nurses. Any part or all of the Nightingale Tribute may be used, and modifications to the reading and script are encouraged.

THE NIGHTINGALE TRIBUTE READING

Nursing is a calling, a lifestyle, a way of living. Nurses here today wish to honor those nurses who no longer are with us and their life as nurses.

They are not remembered by their years as a nurse, but by the difference they made during those years by stepping into people's lives….by special moments.

We honor you this day and give you a symbolic white rose to symbolize our honor and appreciation for being our colleague.

THEY WERE THERE

When a calming, quiet presence
was all that was needed,
They were there.

In the excitement and miracle of
birth or in the mystery and loss of
life,
They were there.

When a silent glance could uplift
a patient, family member or
friend,
They were there.

At those times when the
unexplainable needed to be
explained,
They were there.

When the situation demanded a
swift foot and sharp mind,
They were there.

When a gentle touch, a firm push,
or an encouraging word was
needed,
They were there.

In choosing the best one from a
family's "Thank You" box of
chocolates,
They were there.

To witness humanity its beauty, in
good times and bad, without
judgment,
They were there.

To embrace the woes of the
world, willingly, and offer hope,
They were there.

And now, that it is time to be at
the Greater One's side,
They are there.

© 2004 by Duane Jaeger, RN, MSN. "She Was There" is copyrighted by Duane Jaeger, RN, MSN as published there.
Individuals using this poem as part of a memorial are permitted to change the pronoun to make the gender appropriate.

Mission, Vision, & Core Values

MISSION

Our mission is to unite and empower nurses and health professionals, championing their rights, promoting professional practice, and advocating for quality care for all patients in Ohio, while fostering a strong and cohesive professional union community.

VISION

The Ohio Nurses Association is the steadfast union champion and primary advocate for nurses and health professionals across Ohio, committed to safeguarding their rights, enhancing their well-being and ability to deliver exceptional care to patients and promoting their professional excellence.

CORE VALUES

Social Responsibility
ONA functions ethically and contributes to the welfare of the community.

- Diversity: ONA recognizes the distinct qualities of the community.
- Service: ONA maintains an active role in the community.
- Advocacy: ONA pleads the relevant causes of the community.

Collaboration
ONA works jointly with others.

- Teamwork: ONA works as a unit in close association with others.
- Inter-professional/Intra-professional: ONA values the collective intelligence of groups, whether it is within the nursing profession or outside of the nursing profession.

Integrity
ONA practices with integrity in all of its professional relationships.

- Accountability: ONA takes ownership for its judgment and action.
- Stewardship: ONA is actively engaged in the direction of the profession.
- Honesty: ONA is free of deception.

Professionalism
ONA embodies the conduct, aims, and qualities of the profession.

- Life-long learning: ONA is responsible for advancing the profession through knowledge development, dissemination, and application to practice.
- Reasoned discourse: ONA expresses itself with conversation based in logic.
- Diversity: ONA recognizes the distinct qualities of the individual.

Advocacy
ONA operates on the belief that the nurse's primary commitment is to the patient, whether an individual, family, group, or community.

LEGISLATIVE PLATFORM

The Ohio Nurses Association (ONA) is committed to advocating for policies that elevate health standards and ensure equitable healthcare access for all. This platform serves as our strategic guide for political and legislative engagement.

Guiding Principles

Healthcare Equity & Access
- Uphold healthcare as a basic human right.
- Support policies addressing core healthcare needs of individuals and families.
- Ensure high-quality care for all populations.

Appropriate Funding & Compensation
- Advocate for sustainable healthcare funding.
- Promote fair compensation for nurses and health professionals across the care continuum.

Financial Transparency
- Push for legislation requiring transparent financial practices in healthcare (payers and providers), prioritizing patient care over profit.
- Staffing
- WPV

Diversity, Equity & Inclusion (DEI)
- Foster an inclusive environment that embraces diversity and equity.

Priority Areas for Policy Reform

Safe Environment of Care
- Advocate for safe minimum staffing standards.
- Strengthening the Nurse Practice Act to protect professional autonomy.
- Support lifelong learning through continued and specialty education.
- Elevate nurses and health professionals' representation in policymaking bodies.

Staffing Standards
- Support evidence-based nurse-to-patient ratios.
- End mandatory OT.
- Promote transparency in staffing through public reporting requirements.

Workplace Safety
- Endorse policies against workplace violence with mandatory reporting and training.
- Collaborate on prevention strategies with key stakeholders.

Recruitment & Retention
- Improve working conditions and advancement opportunities.
- Advocate for competitive wages, benefits, and loan forgiveness.

Work-Life Balance
- Support legislation for flexible scheduling and required rest periods to combat burnout.

Commitment to Labor Rights
- ONA supports unions as vital for advocacy.
- Champion collective bargaining for fair wages and safe conditions.
- Advocate for job security and essential worker protections.

CODE OF CONDUCT

Purpose:
The ONA is committed to providing a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic prohibited by law. As such, the ONA will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events, or meetings, even if the conduct has not risen to the level of a violation of law. The ONA expects everyone who participates in any of its activities, events, or meetings to abide by this Code of Conduct.

Definitions:

A. Discrimination
Discrimination against an individual because of a person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law is illegal discrimination.

B. Harassment
Harassment is a form of discrimination that can take many forms, including physical contact, verbal comments, written communications or other unwelcome conduct. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. Harassment may also include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event or meeting.

C. Sexual Harassment
Sexual harassment is a form of sex discrimination. It can take many forms, including physical contact, verbal comments, written communications or other conduct. Sexual harassment does not have to be sexual in nature, non-sexual contact, comments or conduct can still—depending on the circumstances—create an intimidating, offensive or harassing and discriminatory environment or experience.

Expected Behavior:
The ONA is a democratic organization that values open and vigorous discussion of the issues facing the ONA, our members, the nursing profession, working people and the labor movement. This Code of Conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior.

The ONA expects all participants in ONA activities, events, or meetings to conform to the following Code of Conduct:

- Respect others and their views.
- Recognize and value individual differences.
- Do not engage in aggressive, bullying or intimidating behavior.
- Do not engage in discriminatory or harassing behavior.

If Subject to Unacceptable Behavior:
Prior to the start of ONA activities, events or meetings with non-staff participants (affiliate leaders, staff, or members; partner organizations; public officials; etc.), the President and Executive Director will cause the attendees to be informed of this Code of Conduct, and the ONA designee to whom, complaints may be directed will be identified for all attendees.

CODE OF CONDUCT

If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the ONA designee immediately. If that person is not available, you may inform any other ONA manager or officer, who will work with the ONA designee to respond to the complaint.

The ONA takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the ONA activity, event or meeting.

Additionally, where appropriate, the ONA may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint or initiate disciplinary proceedings for those who hold a position subject to discipline by the ONA. If needed, an ONA designee will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any ONA staff person who is subject to unacceptable behavior should report it, as set forth in ONA's employment policy, and is encouraged to do so.

Any complaint brought to the ONA's attention will be treated confidentially to the extent possible to properly assess the situation. The ONA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

The ONA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. The ONA will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, the ONA will take appropriate action to stop the retaliation.

The contact person for this event is Erica Bell, Senior Director, Advocacy, Practice, & Communications. She can be reached at (740) 408-4344 or ebell@ohnurses.org.

CODE RED



Ohio Nurses and Health Professionals Demand Safe Staffing Now!

The Ohio Nurses Association (ONA) is sounding the alarm: understaffing in Ohio hospitals is a full-blown patient care crisis. This is not about a shortage of licensed nurses and health professionals. Ohio has more than enough. The crisis stems from hospital systems deliberately understaffing, driving nurses and health professionals from the bedside, and putting patients at risk.

Code Red is ONA's multifaceted, multiyear campaign. It is part of a nationwide AFT Healthcare effort focused on holding healthcare corporations and policymakers accountable. At its core, Code Red is about ensuring that every patient has access to safe, high-quality care and every nurse and health professional has the professional resources and respect to provide it.

Five Strategic Areas of Code Red

- Staffing Levels – Enforceable nurse-to-patient ratios to protect patients and retain staff.
- Working Conditions – Ending unsafe workloads, mandatory overtime abuse, and overreliance on agency staff.
- Pipeline – Retaining current nurses and health professionals and supporting new graduates through sustainable workloads and mentorship.
- Corporate Trends – Countering profit-first staffing models that erode care.
- Trust & Agency – Restoring nurse and health professional autonomy and professional respect.

CODE RED

"Without safe staffing, patient safety is compromised, nurse and health professional retention collapses, and the healthcare system breaks down." — Rick Lucas, ONA President speaking to the crowd on the Statehouse lawn at the 2025 ONA Lobby Day Rally.

Evidence of a Staffing Crisis

The ONA Position on Safe Nurse Staffing in Ohio's Hospitals leaves no doubt: the crisis is real and solvable.

- 63% of Ohio direct-care nurses are considering leaving the bedside due to current conditions.
- 89% say legally enforceable staffing standards would make them more likely to stay.
- 48% of nurses who have left would consider returning if safe staffing laws were enacted.
- Understaffing directly correlates with increased patient falls, delayed care, and preventable complications.

The Legislative Blueprint

- Enforceable minimum staffing standards for critical units, backed by penalties for noncompliance.
- Worker-led staffing committees with binding authority over staffing plans.
- Public reporting of staffing levels and compliance.
- Whistleblower protections allowing nurses and health professionals to refuse unsafe assignments without retaliation.
- Acuity-based flexibility in ICUs and other high-intensity areas.

"We don't have a shortage—we have a shortage of nurses and health professionals willing to work in unsafe, exploitative conditions." — ONA Position on Safe Nurse Staffing in Ohio's Hospitals, 2025

Lobby Day 2025: Nurses and Health Professionals at the Statehouse

In April 2025, ONA nurses and health professionals from across Ohio converged on the Statehouse, meeting with legislators to deliver the ONA Position on Safe Nurse Staffing in Ohio's Hospitals, and share first-hand accounts of patient harm caused by chronic understaffing.

They called on lawmakers to:

- Introduce and pass an Ohio Safe Staffing bill modeled on national best practices.
- Align with federal proposals such as former Senator Sherrod Brown's Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act.
- Hold hospital executives accountable for willful understaffing.

Next Steps: Strengthening HB 285

With HB 285 failing to advance last session, ONA is preparing a follow-up bill that closes the critical gaps identified in our review. The updated legislation will:

- Make staffing plans binding, enforced by the Ohio Department of Health, with clear penalties for noncompliance and semi-annual public reporting.
- Guarantee whistleblower protections and safe harbor rights for nurses and health professionals who refuse unsafe assignments.
- Empower worker-majority, union-represented staffing committees with binding authority over staffing decisions.
- Prohibit patient assignments for charge nurses and health professionals serving in supervisory roles, ensuring they can oversee unit flow and support staff.
- Tighten exceptions so deviations from ratios occur only during declared public health emergencies and with committee approval.
- Provide paid time and coverage for nurses and health professionals serving on staffing committees.

To build momentum, ONA is actively engaging in conversations with Ohio hospital leaders and their trade associations to explore pathways for adopting binding staffing committee recommendations, both through legislation and potential voluntary agreements or employment contracts. The goal is to secure enforceable standards that improve patient safety while identifying any areas of shared priorities with hospital leadership.

CODE RED

The Call to Action

ONA's message is clear: This crisis will not fix itself. Enforceable safe staffing laws are essential for protecting patients, preserving the nursing and health professional workforce, and rebuilding trust in Ohio's healthcare system. Nurses and health professionals have shown up time and again to protect patients. Now it's time for lawmakers and hospital executives to do the same. As of this writing, a new bill has not yet been formally introduced in the legislature, therefore, the bill number is not yet available. Please see the ONA website for the latest information about new bill numbers and status as they become available.













RN & APRN License Renewals

RN and APRN license renewals began July 1. All RNs and APRNs in Ohio must renew their license by October 31, 2025. This includes single-state and multistate licenses. All renewals must be completed online at https://elicense.ohio.gov/.

For RNs renewing their Ohio license, 24 contact hours must be earned during the current licensure cycle of November 1, 2023 – October 31, 2025, including at least 1 contact hour of Category A, meaning a course "directly related to Chapter 4723 of the Revised Code and the rules of the board as described in rule 4723-14-03 of the Administrative Code" (Ohio Administrative Code 4723-14-01). APRNs are also required to complete 24 hours of CE for each APRN license held.

The 24 contact hour requirement applies to most RN renewal applications, but there are differences for those who have held their Ohio license for less than one year, for those who are renewing for the first time after passing their NCLEX, and for those who are not renewing, but rather attempting to reactivate an inactive or lapsed license.
Nurses should be familiar with Ohio Administrative Code 4723-14 to determine their exact requirements.

Do not Lapse
If an RN does not review online prior to October 31, 2025, the license will become lapsed as of November 1, 2025.
A nurse with a lapsed license cannot practice, and doing so will be considered practicing without a license.

Questions
For questions about renewal periods or determining CE hours, email education@ohnurses.org or visit the Ohio Board of Nursing's website.

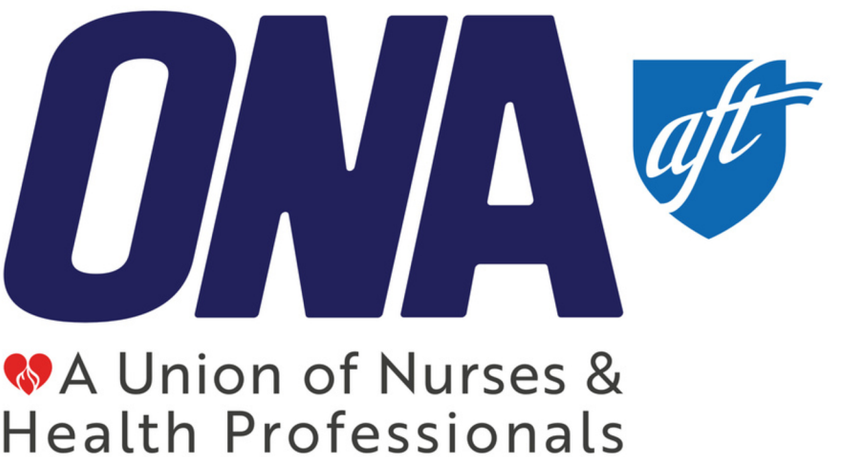
2025 ONA LIVE EVENTS

ONA Lobby Day
April 30, 2026

ONA Labor Institute
October 20-21, 2026



More information about these events will be shared in future
Ohio Nurses & Health Professionals Review and online at https://ohnurses.org/events/


ONA
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A Union of Nurses &
Health Professionals