

The Oregon Nurses Association (ONA) commits to supporting professional parity for salaried Nurse Practitioners (NPs) in Oregon

Goal: Correcting inequities in pay/benefits for NPs in Oregon so they are compensated equally for equal work.

Whereas, dozens of primary care NPs across the state have identified areas of significant discrimination in regard to salary, bonus structure, benefits, and further working conditions, when compared to other primary care providers they work alongside

Whereas, NPs in Oregon are granted independent, autonomous practice status as licensed professionals through long-standing legislation and,

Whereas, NPs in independent practice in Oregon enjoy the only payment parity law in the country yet, NPs salaried by hospital and healthcare systems are not protected by Oregon's NP parity law and,

Whereas, ONA's strategic vision and mission includes advocating for nurses at all levels of nursing practice and,

Whereas, Dozens of NPs from every corner of the state have approached Nurse Practitioners of Oregon (NPO) describing salaried (non-independent) practice conditions with salaries of only 40-60% of what providers working alongside them accrue, who conduct equal work with identical patients at the identical acuity, productivity, and procedural code levels and,

Whereas, these same NPs describe congruent discrimination in productivity payments, per patient payment, clinic payments, and benefit structures; administrative time, etc. and,

Whereas, over four decades of evidence-based research show NP primary care results in as good, if not better, health outcomes and quality, and definitively better patient satisfaction than care delivered by other primary care providers¹ and,

Whereas, ONA's Strategic Vision and Mission includes advocating for nurses/nursing, now therefore be it

Resolved, that ONA/NPO will commit to engaging its legal and legislative partners in collaboration to explore all legal and legislative channels to rectify NP discrimination and, be it further

Resolved, that ONA/NPO will use its legislative power to advocate for parity in salary and benefit/administrative structure for salaried NPs and, be it further

Resolved, that ONA/NPO will file a complaint with the Bureau of Labor and Industries (BOLI) re: unequal pay for equal work for NPs and, be it further

¹ Laurant, M., van der Biezen, M., Wijers, N., Watananirun, K., Kontopantelis, E., & van Vught, A. J. (2018). Nurses as substitutes for doctors in primary care. *Cochrane Database of Systematic Reviews*

Resolved, that ONA/NPO will work with legislators to educate and introduce the need for redress of discrimination against a predominantly female workforce and, be it further

Resolved, that ONA/NPO will explore all legal and necessary action, such as but not limited to, partnering with nurse-friendly legislative representatives to propose legislative solutions, rule-making at the state agency level, working directly with hospital and healthcare systems to systematically correct and rectify primary care NP discrimination in the state, etc., and, be it further

Resolved, that ONA/NPO will diligently work towards achieving this goal, making Oregon the first state in the nation to create payment parity for both independent NPs and salaried NPs, as an example for nursing/NP practice across the nation.