Resolution to improve nurse wellbeing in Oregon

Whereas, the Oregon Nurses Association (ONA) acknowledges that the dysfunction in healthcare systems has placed an unfair burden on the nursing workforce and,

Whereas, the current nurse staffing crisis is exacerbating the incidence of moral distress, compassion fatigue, and burnout experienced by ONA members and other healthcare workers and,

Whereas, it is well documented that inadequate nurse staffing leads to moral distress among nurses and,

Whereas, the effects of the COVID pandemic exacerbated issues of nurse staffing shortages and,

Whereas, nurses are currently leaving the profession at unprecedented rates and,

Whereas, Oregon is facing a mental health crisis and frontline nurses are experiencing the devastating consequences of this, with many of them caring for our most vulnerable community members and

Whereas, societal deficiencies resulting from a failure to address crises in mental health and housing are felt in the hospitals where nurses are given inadequate resources to provide compassionate, quality care, leading to profound moral distress and,

Whereas, ONA’s Strategic Vision and Mission includes advocating for our members. Now, therefore, be it

Resolved, that ONA will commit to advocating, on behalf of its members, and, for prevention of stress, burnout, and compassion fatigue and be it further

Resolved, that ONA will promote through collective bargaining, and other avenues, creation of healthier work environments where nurses are empowered as decision makers in healthcare and the burden of redundancy and unnecessary work is removed from the nurse’s workload and that nurses are allowed to practice at the top of their scope and license in all practice settings, and be it further

Resolved, that ONA will use the power of collective bargaining, to ensure that nurses are able to take their meal and rest breaks, that nurses are offered flexible scheduling and hours, that nurses have options for sabbatical leave, that nurses are offered cross-training and career advancement opportunities, and that nurses are provided more PTO and pay that reflects their worth within the healthcare system and be it further

Resolved, that ONA will continue to find ways to support the mental health of nurses including programs like the Oregon Wellness Program and be it further

Resolved, that ONA will use legislative power and public policy to promote funding for mental health support for community members.