

3:1 Staffing Issue: Process and Next Steps

OHSU management recently initiated discussions with ONA staff about the possibility of reintroducing a variation of a 3:1 staffing proposal in the intensive care unit (ICU). While reintroducing the proposal has been discussed, OHSU management acknowledges the idea was agreed to before ONA leadership had considered the matter and before OHSU brought the issue to the nurse staffing committee.

These are key parts of any proposed nurse staffing change and they cannot be skipped. As a critical care nurse, you should know **the nurse staffing committee remains the authority to amend and update our staffing plans and that ONA continues to oppose any version of the 3:1 ratio in ICU.**

If this issue comes before the staffing committee, ONA will once again work to defeat it, just as we did at the staffing committee last year.

We remain committed to supporting our nurse staffing committee members and the staffing committee process.

We understand OHSU management may be frustrated by our commitment to follow the nurse staffing committee process in this case, however, we cannot and will not bypass the authority of the staffing committee and neither can OHSU.

Any 3:1 ratio proposal would have to be brought before the staffing committee for consideration. And we have made it clear we will continue to oppose any 3:1 ICU ratio proposal and we will work together with nurses on the staffing committee to defeat it.

Be sure to visit the [OHSU/AURN bargaining unit page](#) for more updates.