



PSH Updates

Hello ONA RNs at PSH,

We are writing with important updates about the Oregon Nurse Staffing Law (**inpatient**) and the new penalty pay for missed breaks and lunches (**clinic & inpatient**).

On June 1, 2025, the Oregon Health Authority could start issuing fines for being out of compliance with the staffing law.

What will OHA Investigate?

- Not having a staffing plan adopted by the hospital-wide staffing committee
- Not following the unit staffing plan adopted by the hospital-wide staffing committee
- Not releasing a staffing committee member to attend the committee meeting
- Requiring mandatory overtime for nursing staff

File a complaint with OHA if:

- Your shift is out of compliance with [your staffing plan](#) at any point throughout the shift.
- You are on the hospital-wide staffing committee and ANY unit at your facility does not have an approved staffing plan.
- You are on the staffing committee and you are not released from your shift to attend a meeting.
- You are required to work mandatory overtime.

Missed Breaks and Lunches

Effective July 1, 2025, our contract requires Providence to pay a penalty directly to nurses who accurately report a missed rest or meal period using the medical center's designated process for reporting, in addition to their earned wages:

"...they will be eligible to receive, upon request, a single payment equivalent to an additional hour (1.0) of pay at their base rate for a missed meal period and an hour (1.0) of pay at their base rate for each missed rest break in the next payroll period. In the case of an interrupted combined rest and meal period, the Registered Nurse will receive an additional one hour (1.0) of pay at their base rate for the interrupted combined rest and meal period. This penalty payment will not be counted as an hour worked for any reason (e.g., seniority, PTO accrual, overtime, etc.). Nurses who decline to take a break when offered are not eligible for this payment. This is the sole remedy for missed rest and meal breaks."

In Solidarity,

Chair: Nate Weiler

Vice-Chair: Katrina Fournier

Secretary-Treasurer: Lori Shellman

Members-At-Large: Meg Calvert, Alisha Gregory, Ashley Weiler

and ONA Labor Representative Gabriel Erbs
