

NURSE SAFE STAFFING LAW IMPLEMENTATION

As of June 1, 2025 the Oregon Health Authority (OHA) is assessing fines when hospitals are out of compliance with the staffing law.

What complaints to file with OHA?

- 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
- Missed meals and breaks (if there is not already a remedy in your contract)

In the coming weeks, we expect that OHA will be tasked with investigating complaints when a unit is not following the minimum statutory ratios before a staffing plan is adopted. Currently, there is no mechanism to file complaints for this so please document the location and date of any violations as we expect the update to be retroactive to June 1.

WHAT YOU CAN DO...

1. Know your unit staffing plan!
2. File complaints with OHA, if:
 - Your shift is out of compliance with your staffing plan at any point throughout the shift for any duration.
 - 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 aren't released from your shift to attend the meeting.
 - You are required to work mandatory overtime.
 - You missed a meal or break and there is not already a remedy in your contract (OHA will forward the complaint to BOLI)

**File an OHA
staffing complaint**



Visit OregonRN.org/SafeStaffingLaw for more information or contact ONA's Nurse Practice Department at practice@oregonrn.org