OPEN THE BARGAINING TABLE.

NOVEMBER 14, 2026

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A Union of Nurses & Health Professionals

LET NURSES HEAR THE TRUTH.

AN OPEN CHALLENGE TO OSU EXECUTIVES:

To CEO John Warner, CNO Corrin Steinhauer, and OSU Nursing Administration:

Enough with the scripted town halls, disabled chats, and misleading FAQs. **We challenge OSU to an OPEN bargaining session.**

We will invite our members to observe. We will put our proposals on the table. You put yours on the table. Let nurses hear what you are demanding and decide for themselves.

NO SCRIPTS. NO SPIN. NO HIDING.

You claim we refuse to compromise. **That is false.** We made meaningful movement, shared our proposals with members, and offered real solutions.

THIS IS ABOUT SAFE STAFFING.

OSU nurses care for critically ill patients, people fighting cancer, mothers and babies, surgical patients, and countless others. Yet nurses report unsafe workloads, charge nurses carrying assignments, bed closures, and delayed care.

WE LOVE WHAT WE DO. BUT YOU ARE HURTING PEOPLE.

GET BACK TO THE TABLE.
OPEN THE DOORS.

OUR DEMANDS

NO CUTS TO STAFFING. NO COMPROMISES ON PATIENT SAFETY.

We demand enforceable staffing standards, charge nurses protected from routine patient assignments, and incentive pay that actually fills vacancies. Patients deserve better than staffing by executive discretion.

PATIENTS ARE NOT POKER CHIPS.

INCLUDE IRP NURSES.

Every bargaining unit nurse, including IRP, deserves access to incentives. Nurses who chose flexibility should not be excluded or blamed for management's recruitment and retention failures.

LEADERSHIP MUST BE ACCOUNTABLE.

Nurses do not owe OSU their days off. Nursing leaders have responsibilities to patients and their profession, not just executives upstairs. **This is a leadership problem.**

Rick Lucas RN

RICK LUCAS BSN, RN, CCRN
ONA PRESIDENT

NO CUTS. NO COMPROMISES.

READ THE FACTS + SUPPORTING DOCUMENTS
www.OSUNO.com