

Understanding Common Emotional Responses in the Workplace

**Presenter: Gail Pavliga, PhD/
State Representative - OH District 75
Ohio Occupational Nurses Association
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Big Picture: To raise awareness about and how to help people in the workplace who may be experiencing anxiety, worry and stress.

Why is it important to try and understand our emotions?

ANXIETY

How do I define anxiety?

What is anxiety?

How might I help someone experiencing anxiety?

WORRY

How do I define worry?

What is worry?

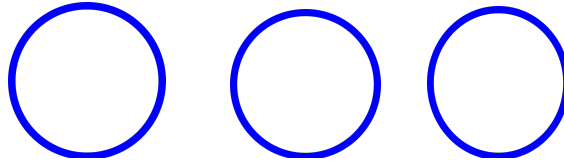
How do I help someone who is worried?

STRESS

How do I define stress?

What is stress?

How can I help someone who is stressed out?



What are my stress plates?

TOXIC REACTION

How do I define a toxic reaction?

What is a toxic reaction?

Common toxic triggers:

How can I help someone experiencing a toxic reaction?

Thank you for attending this session and participating in the workshop. If you or anyone you know needs a Christian-based counselor, please feel free to contact me at 330-472-2754 or e-mail at gpavliga@yahoo.com. Our website is: www.christiancounselingalliance.com

Lets stay safe and well!

Gail Pavliga

Occupational Nurses Association Points

House Bill 163:

- House Bill 163 passed in the Ohio House by a vote of 82-12. It is sponsored by Reps. Cutrona and Rose Sweeney. I supported the bill on the House floor.
- The bipartisan legislation prohibits mandatory overtime work for nurses as a condition of employment. Cutrona is a joint sponsor on the bipartisan bill and spoke to it on the House floor.
- The goal of the bill is to protect the quality of care for patients and nurses alike
- There have been several instances where nurses throughout the state are overworked and coerced into mandatory overtime to fill staffing gaps, which can lead to nurse fatigue and raises risks to the safety of patients.
- Under the legislation, nurses can still voluntarily work overtime and hospitals can still offer overtime. Specifically, the bill prohibits a hospital from requiring a registered nurse or licensed practical nurse to work in excess of agreed upon, predetermined, scheduled full-time or part-time workweek as a condition of continued employment.
- The bill does allow hospital management to enact overtime for a variety of different emergency situations when necessary.
- House Bill 163 has been referred to the Senate Health Committee.

Business State Budget:

- The plan includes important reforms to help make Ohio more competitive with other states so Ohio can keep the jobs it has and attract new jobs, new investment and new opportunity. It also provides \$155 million to help industries recover from the COVID-19 pandemic.
- **Nursing Bachelor's Degree Programs** – Requires the chancellor to approve any nursing bachelor's degree program proposed by a community, state community, and technical college (community college), if those programs meet certain requirements under continuing law and the standards and procedures for academic program approval under continuing law.
- The bill includes a 3 percent across the board personal income tax cut. The bill also reduces the number of tax brackets from five to four, and eliminates the income tax for anyone making less than \$25,000 per year. Overall, these and other tax changes in the budget reduce taxes approximately \$2 billion over the biennium. This is the result of good fiscal management, protecting tax dollars and prioritizing state spending.
- Ohio's state budget is a jobs bill, supporting workforce development as well as programs to help Ohio retain jobs and bring new opportunities to the state.
 - "Mega Projects" Program – The bill includes a major new initiative to help increase Ohio's competitiveness in trying to attract large economic development proposals to Ohio. A "mega project" is one with a payroll of more than 300 percent of federal poverty that will have either more than \$1 billion in capital investment or more than \$75 million in annual payroll. They would be eligible for the existing Job Creation Tax Credit.
 - Workforce Development – The bill creates a 13-member joint legislative committee to study career pathways and workforce training. The

committee will be comprised of lawmakers and state education and workforce officials. The committee will develop recommendations on the state's workforce priorities, initiatives and funding, and will issue a report by November 1, 2022. The panel will review:

O Current workforce training programs offered by post-secondary institutions and whether they are aligned with local, regional and statewide workforce needs.

O Current career pathways, how they align with local, regional and state labor market demand data, and whether they prioritize credentials that carry the most value in the labor market.

- Investing in Ohio – The legislation authorizes an income tax deduction for all or a portion of capital gains received by investors in Ohio-based “venture capital operating companies,” which is designed to support economic development efforts. This will encourage investment in Ohio while incentivizing long-term employment in the state. It has no fiscal effect on this budget, as it does not take effect until 2026.
- **Supporting Ohio Businesses – The bill expands procurement law to support Ohio job and businesses by expanding the type of purchases eligible for an Ohio preference and requiring state agencies to give a preference to American and Ohio products through a competitive bidding process when purchasing personal protective equipment costing less than \$50,000 (currently this process is required for purchases of \$50,000 or more.).**

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