



# NOAOHN Business Meeting

May 14, 2026

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# Agenda

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- Highlights from AAOHN National Conference 2026 Presentation
- Business Meeting
  - President's Report
    - Effective March 26, 2026, the Ohio Board of Nursing updated OAC 4723-14-01, changing the Continuing Education (CE) reporting periods to end earlier, moving from an October 31 deadline to a **June 30** deadline in renewal years, aimed at completing CE before the renewal window opens.
  - Treasurer's Report
  - Next Meeting; Annual Dinner September 14<sup>th</sup> @ Cooper's Hawk

# The Pregnancy Worker Fairness Act



## PREGNANT WORKERS FAIRNESS ACT (PWFA)

### WHAT IS PWFA?

The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

"Reasonable accommodations" are changes to the work environment or the way things are usually done at work.

### WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Being able to sit or drink water
- Receiving closer parking
- Having flexible hours
- Receiving appropriately sized uniforms and safety apparel
- Receiving additional break time to use the bathroom, eat, and rest
- Taking leave or time off to recover from childbirth
- Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy



### WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

- [Title VII](#) which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC))
- [The ADA](#) which prohibits employment discrimination based on disability (enforced by the EEOC)
- [The Family and Medical Leave Act](#) which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S. Department of Labor)
- [The PUMP Act](#) which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor)



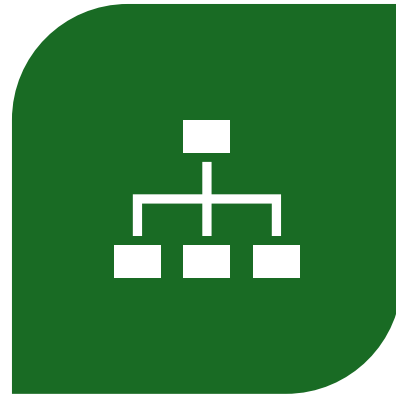
Learn more at [www.EEOC.gov/Pregnancy-Discrimination](http://www.EEOC.gov/Pregnancy-Discrimination).



# What is the Number ONE reason nurses leave the profession



1. STAFFING



2. MANAGEMENT




3. SALARY



# Pre Work Stretching

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Shanna  
Dunbar, RN,  
COHN-S





Noreen Dimmerling,  
RN. CM

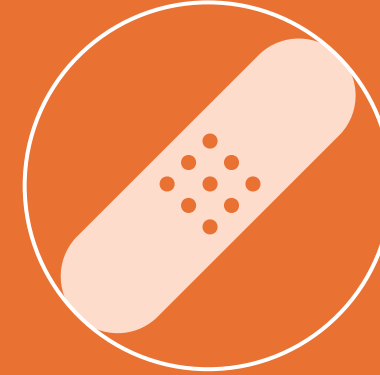


Kayla Frank, RN, NP,  
COHN-S

# Work as a Determinant of Health



Job demands, exposures, schedules, and stressors directly influence health



Clinical care improves when work factors are routinely assessed



# Embedding Work Into Clinical Encounters

01

Incorporate occupational history into every visit

02

Evaluate functional demands and recovery needs

03

Identify psychosocial and environmental contributors

# Policy & Upstream Influence

1

Advocate for engineering and administrative controls

2

Address scheduling, staffing, and workload contributors

3

Promote policies that support safety and well-being

# Unified Care Model

Integrates ergonomics, wellness, RTW, and clinical care

A light pink arrow pointing downwards from the bottom right corner of the orange box to the top right corner of the green box.

Reduces duplication and improves consistency

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Creates a worker-centered health ecosystem

# Why Data Matters


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Unmet health  
needs drive  
absenteeism

Excessive OT and  
poor recovery  
increase chronic  
pain

Data-driven  
programs reduce  
disability  
conversion

# Claims Data Insights

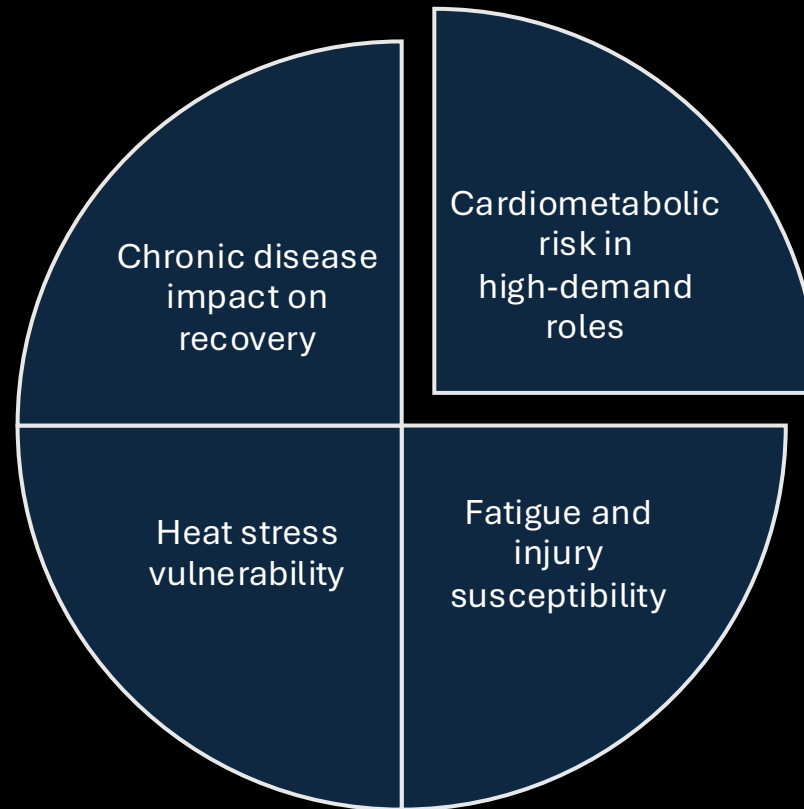


High-frequency  
and high-severity  
injuries


Delays in  
reporting or  
treatment

Recurrence  
patterns and  
job-specific risks

# Biometric Data Insights



# Triangulating Data

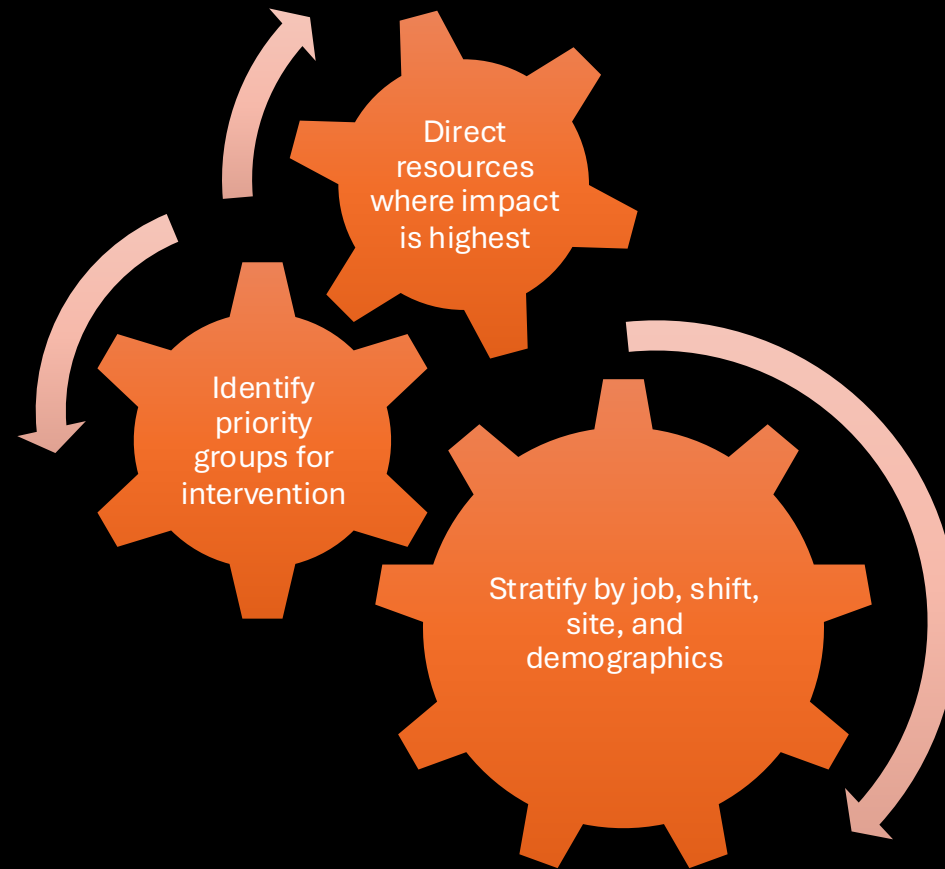


Claims +  
Biometric +  
Ergonomics +  
Worker  
Feedback

Confirms  
patterns and  
identifies root  
causes

Guides  
targeted  
interventions

# Risk Heat Mapping





# Questions?

AAOHN 2026



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# Business Meeting

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# Legislative Update

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# Treasurer's Report – Shanna Dunbar

# Save the Date

Annual Meeting & Program

Health Literacy

**September 14, 2026**

COOPER'S HAWK , Orange, Ohio 44122