

Memorandum

From: Darlene Jackson, MNU President

Date: Monday, December 2, 2019

RE: Mandatory Overtime Legislation

I'm pleased to announce that the Official Opposition will be tabling legislation this week that would phase-in much needed restrictions on the use of mandatory overtime for nurses. This is a commitment that MNU supported during the 2019 provincial election ([click here](#) for a link to our web story explaining our support). Following several weeks of consultation, I am proud to reiterate support for this initiative in the form of a private members bill, in hopes it will achieve bi-partisan support in the legislature.

This legislation is groundbreaking in Canada, and we must do our part to show support for it. **That is why I am inviting all of you to a press conference this Wednesday, December 4 at 2:35 pm in the rotunda of the legislature.**

If you can attend, please RSVP to kprofeta@manitobanurses.ca by 3:30 tomorrow (December 3).

If you cannot attend, please let us know if you know of any nurses that could attend on behalf of your facility. I understand this is short notice for many of you, and appreciate your assistance.

As nurses, we have all been affected directly or indirectly by the unacceptable increase in mandatory overtime in recent years. Programs and facilities across the province are struggling due to unsustainable vacancies and workload, and unfortunately, employers are resorting to mandating for baseline staffing. This is putting our nurses and patients at risk, and is damaging nursing recruitment & retention efforts.

The legislation takes a responsible, balanced approach and is modelled after jurisdictions, such as New York, that have implemented similar restrictions to great effect. It restricts employers from using mandating as a routine staffing tool, and prevents the licensing colleges from disciplining or investigating nurses for refusing overtime in these instances. The bill also spells out reasonable exemptions for when mandating may be used, in the case of unforeseen events such as public health emergencies. Moreover, the legislation would allow the government up to two years to make progress in filling nurse vacancies before the restrictions come into effect.

More details about the legislation will be shared in the coming days. MNU will distribute an FAQ in The Pulse and through our social media channels. MNU will also be launching a letter writing campaign at www.putpatientsfirst.ca that will allow nurses and the public to send letters to the premier, health minister and their local MLA in support of the legislation. The webform will also have an editable section that will allow nurse to share their experiences and professional opinions.

Thank you for your support.