



Dec. 7, 2021

Re. Stand with Nurses. Repeal Bill 124.

Dear Member of Provincial Parliament,

The shortage of nurses, and in particular registered nurses (RN), in our province has reached a crisis that is spiraling out of control. Nurses in Ontario are leaving their jobs. Many have gone to work in other jurisdictions, while some have left the profession altogether. We ask you to stand with nurses and call for the immediate repeal of Bill 124.

From the onset of the pandemic 22 months ago, front-line nurses have spoken loudly and clearly about the profound unfairness of Bill 124 and the detrimental impact the bill has had on their work and lives. Bill 124, which caps salary increases at one per cent, far lower than the rate of inflation, symbolizes what is wrong with Ontario's approach to the nursing profession. It is an important reason why many RNs are leaving for better opportunities elsewhere. Our government has refused to listen and has stood idly by as nurses walk away.

RNAO has been warning about an RN shortfall for years. Ontario entered this pandemic with the lowest RN-per-population ratio in Canada. Since December 2020, we have raised alarms of an impending nursing crisis that will compromise patient safety and our health system. We are now in that crisis and we are calling, with urgency, for measures that support building nursing careers in Ontario. The repeal of Bill 124 is the first step needed to rebuild our profession and secure safe care and better health outcomes for Ontarians.

Our nursing colleagues resent Bill 124. It signals that Ontario devalues and disrespects us. Frontline nurses, managers and many hospital CEOs agree. RNAO and the Ontario Nurses' Association (ONA) agree. The Ontario Hospital association agrees. That is why RNAO pleaded with Premier Doug Ford on Nov. 14 to #RepealBill124 within 30 days. We set this because Ontarians cannot wait till the legislature reopens on February 22. Too many more surgeries will be cancelled due to nurses departing Ontario's health system. The 30-day call to #RepealBill124 is about to lapse, and we have heard nothing from our Premier. On Nov. 29 we wrote a [detailed letter to Premier Ford](#) reiterating our concern and asking him to act. Why is Premier Ford ignoring the plea of nurses?

With daily case counts rising over 1,000 this past weekend, and the recent onset of the Omicron variant, this winter will no doubt be challenging. We need **more**, not fewer nurses.

We are asking you, and MPPs from all parties, to pledge your support for the repeal of Bill 124. Please sign the attached and let RNAO's more than 48,000 members know that you stand with them, with us – that you stand with nurses. We will post your pledge on our website.

Statement

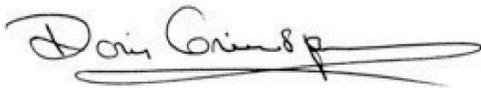
"I (full name), MPP for [name of riding], call for the repeal of Bill 124 to support nurses in Ontario."

Signed:

Please reply directly by emailing Dr. Doris Grinspun, RNAO CEO <dgrinspun@RNAO.ca>, and copying our director of communications Marion Zych <mzych@RNAO.ca>, to confirm your signature.

Time is of the essence. I hope to receive immediately your confirmation that you stand with nurses. I extend to you my deepest thanks for your support, on behalf of all Ontario nurses.

Yours warmly,



Doris Grinspun, RN, MSN, PhD,
LLD(hon), Dr(hc), FAAN, FCAN, O.ONT
Chief Executive Officer



Morgan Hoffarth, RN, MScN
President