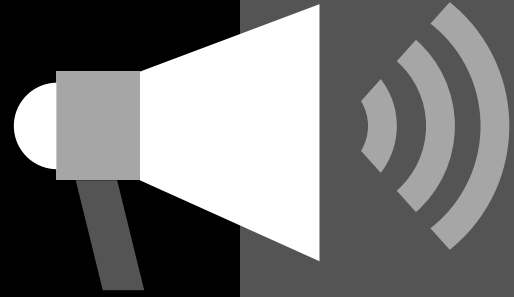


REPEAL BILL 195



WHAT YOU NEED TO KNOW

Premier Ford has rammed through Bill 195 – a bill that denies nurses and health-care professionals of our rights to decent working conditions, a work-life balance and our hard-won collective agreements.

Premier Ford calls Bill 195 a “flexible response to COVID-19;” however, it allows employers to override our hard won employment contract rights in our collective agreements for a full year. Even though the state of emergency will be ending, the Ford government still has the ability to deprive us of our worker rights.

After all we’ve done as nurses and health-care professionals to protect Ontarians during the pandemic, this is how Premier Ford thanks us for our sacrifices. Nurses and health-care professionals should have the same rights as workers in other sectors. Instead, our rights are being infringed upon.

The 68,000 members of the Ontario Nurses’ Association won’t rest until our rights are respected!

 **Ontario Nurses’ Association** www.ona.org

BILL 195 ENDANGERS OUR:

- **Vacation entitlements**
- **Overtime rules**
- **Leaves**
- **Set hours of work**
- **Grievance procedures**
- **and much more!**



WHY BILL 195 MUST BE REPEALED

Protect our working conditions:

Thanks to the hard work of nurses and health-care professionals, public health trends are moving in the right direction. The COVID-19 curve has flattened in Ontario. But signs point to a second wave. We need time to rest and recoup. This is no time to empower employers to cancel our leaves and vacations—outside of a state of emergency.

Stop the RN and health-care professional shortage:

Ontario has the lowest RN-to-population ratio in all of Canada. Shortages exist among other health-care professions as well. The provisions in Bill 195 that override our rights could drive more and more of us out of our professions, exacerbating the shortage. The Ford government should focus on hiring more nurses and health-care professionals and building up a stockpile of PPE, not stripping us of our rights.

Defend our Constitutional rights:

The Constitution of Canada protects our rights as workers to collectively bargain for our contracts. These constitutional rights are being infringed upon by Premier Ford, at a time when – as nurses and health-care professionals – we are at our most vulnerable.



HOW TO CHALLENGE BILL 195:

HOLD RALLIES IN FRONT OF MPPS' OFFICES

The Conservative government led by premier Doug Ford holds the majority of seats in the Ontario legislature. They have the power to pass whatever legislation they want; we need public pressure to compel them to repeal Bill 195. By holding rallies in front of MPPs' offices, we'll draw media and public attention to the local elected representatives who supported Bill 195's infringement on our rights. More than ever before, the Ontario public trusts nurses and health-care professionals, and wants us to be treated fairly. We need to harness that support now!

MEET WITH YOUR MPP

Every Ontarian can meet with their elected member of provincial parliament so our MPPs understand the concerns of the people they represent. By meeting with the MPP in your riding, you can help to educate them about our point-of-view and hopefully begin to change their minds.

