

TOPIC: **IN OPPOSITION OF MANDATORY OVERTIME**

SUBMITTED BY: **Case Western Reserve University, Cleveland, Ohio**

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WHEREAS, the National Student Nurses' Association (NSNA) House of Delegates adopted the resolution "Increased Education in Self-Care Awareness for Nursing Students and Nurses," which established that nurses' self-care has a direct relationship to patient care and appropriate levels of self-care cannot adequately be achieved while working overtime; and

WHEREAS, Mandatory overtime, as a result of short staffing, causes work-life interference that causes new graduate nurse burnout; and

WHEREAS, Mandating overtime shifts increases the risk for occupational injuries and patient harm in newly licensed nurses; and

WHEREAS, Nurses working mandated overtime have a higher likelihood of experiencing verbal abuse; and

WHEREAS, Nurses who have an increased shift length tend to experience more fatigue than nurses on a shorter shift, increasing the potential for lapsing on the job, thus increasing risk for error; and

WHEREAS, Nurses' long work hours put significantly more physical stress on the body and can lead to significant musculoskeletal and mental health disorders; therefore be it

RESOLVED, that the Ohio Student Nurses' Association (OhSNA) implements measures to educate its members on mandatory overtime and how to combat it, such as breakout sessions, speakers, and any other means that may be deemed useful; and be it further

RESOLVED, that OhSNA reach out to and coordinate efforts with ONA in relation to opposing mandatory overtime; and be it further

RESOLVED, that OhSNA encourage individual chapter projects to rally its members against mandatory overtime; and be it further

RESOLVED, that the OhSNA send a copy of this resolution to the Ohio Governor's Office of Workforce Transformation, OAAPN, ONA, NSNA, OONE, and all others deemed appropriate by the OhSNA Board of Directors.