

OUR HEALTH CARE NEEDS YOUR HELP

Municipality Of Lambton Shores  
7883 Amtelecom Parkway  
Forest, Ontario  
ON, N0N 1J0

Dear Mayor Bill Weber and Lambton Shores Councillors

My name is Teresa Grover-Kelley. I am a Registered Nurse and I live in Lambton Shores. I am writing because as a front-line Nurse, I am witnessing the collapse of our health-care system as staff working and serving our local community are overworked and burning out.

Nurses and health-care professionals have been working tirelessly throughout the COVID-19 pandemic, and before, to provide the care that Ontarians need, including in our local community. We have sacrificed our own physical and mental health to continue to work through five waves of the pandemic, often in unsafe working conditions.

Despite this, we are unable to receive the compensation we deserve because of the provincial government's Bill 124. This legislation suppresses our wages to one per cent for each of three years and prevents us from using our collective bargaining rights to negotiate for our salaries to be kept in line with inflation. This Bill has translated into a wage cut as inflation is close to five per cent.

Decades of underfunding and cuts to health care have pushed nurses and health-care professionals to the brink. Now, the pandemic – combined with Bill 124– has been the breaking point for many nurses and health-care professionals. They are suffering and leaving the profession.

That's why I am asking you to table the attached motion at the next Council meeting and send a clear message to Premier Ford that Lambton Shores respects and values nurses and health-care workers. This is a critical measure to retain experienced nurses and health-care professionals to ensure that there are enough of us to provide the care that our patients – your local constituents – require and deserve.

I would be happy to provide more information and will look forward to hearing from you detail about when Council will vote on this very important issue for your constituents.

Sincerely,



Teresa Grover-Kelley  
Cc: Erica Woods, ONA

## **Draft Council Motion on Bill 124**

**Whereas** nurses and health-care professionals are the backbone of our public health-care system and provide essential care to all Ontarians, and more than ever nurses and health-care professionals deserve recognition and reward for their skills and dedication; and

**Whereas** Ontario is experiencing a health human resources crisis with chronic shortages of nurses and health-care professionals in hospitals, clinical settings, long-term care, home care, and all health care environments; and

**Whereas** Ontario has the lowest RN-to-population of any province in Canada, and would need to hire 22,000 new nurses to reach the average RN staffing ratio in Canada; and

**Whereas** burnout and overwork are exacerbating the underlying health human resources crisis and driving nurses and other health-care professionals to leave the sector at an unprecedented rate; and

**Whereas** Bill 124 unfairly suppresses the wages of nurses and health-care professionals and limits their ability to negotiate freely, and further contributes to the culture of disrespect that is contributing to the staffing crisis. Further, as Bill 124 limits wage increases to a maximum of 1% per year despite growing inflation nurses have effectively seen their wages cut during the COVID-19 pandemic.

**Now Therefore Be It Resolved that** the Municipality of Lambton Shores calls on the Ontario government to recognize the severity of the health human resources crisis in Ontario and take urgent action to recruit and retain skilled, experienced nurses and health-care professionals; and further

**That** the Municipality of Lambton Shores calls on the Ontario government to repeal Bill 124, legislation that suppresses the wages of nurses and health-care professionals and prevents collective bargaining to keep up with inflation; and further

**That** a copy of this Resolution be sent to:

- The Premier of Ontario, the Ontario Minister of Health, and the Ontario Minister of Long-Term Care
- The Leader of the Official Opposition, the Opposition Critic for Health, and the Opposition Critic for Long-Term Care
- All Members of Provincial Parliament representing constituencies in Lambton Shores
- The Association of Municipalities of Ontario (AMO) requesting they share with all their member municipalities.