

**NURSING SUPPLY AND DEMAND COMMISSION  
SUBCOMMITTEE ON IMPLEMENTATION OF SCR 140**

October 24, 2003  
8:00 AM  
Louisiana Hospital Association  
9521 Brookline Avenue  
Baton Rouge, Louisiana

**MINUTES**

I. Call to Order

The meeting was called to order at 8:00 AM by Oswald A. Ferry, Chair.

II. Roll Call

Subcommittee Members in Attendance:

Oswald A. Ferry  
John Matessino  
Tawna Pounders  
Gerald Bryant

Others in Attendance:

Joe Ann Clark  
Dena Norton  
Connie Brown  
Patricia LaBrome

NSDC Staff:

Ellienne Tate

III. Purpose of the Subcommittee

The charge of the Nursing Supply Demand Commission to the subcommittee is to gather data to determine the extent of nurse mandatory overtime use in the state and to make recommendations to the legislature if found to be a patient safety/nurse retention issue.

IV. Old Business

IV.1 SCR 140 was reviewed and discussed.

IV.2 Discussion ensued as to clarification of what mandatory overtime is and what data could be gathered in a reasonable amount of time.

Motion: by Tawna Pounder to adopt the following statements relative to mandatory overtime for registered nurses:

1. Overtime that is mutually agreed upon by the employee and employer is not mandatory.
2. On-call is not considered overtime if a predetermined agreement.

3. Mandatory overtime is defined as “an employer mandated Requirement to work more than 12 hours in a 24 hour period or more than 40 hours in a continuous seven day period”  
Seconded by John Matessino and carried.

Motion: by Gerald Bryant that the three statements be sent to the organizations identified in SCR 140 and request that relative to the nursing professions represented by their organization, that they respond to the following questions given the above definition of mandated overtime:

Are the professional nurses represented by your organization mandated to work overtime?

Can you provide data from your membership relative to this issue?

Does your organization have any recommendations related to this issue?  
Motion seconded by John Matessino and carried.

The recommendation for presentation to the Nursing Supply Demand Commission based on the motions adopted is attached.

V. Adjournment:

The meeting was adjourned at 9:50 AM.

**NURSING SUPPLY AND DEMAND COMMISSION  
SUBCOMMITTEE ON THE IMPLEMENTATION OF SCR 140**

**OCTOBER 24, 2003**

**RECOMMENDATION TO NURSING SUPPLY AND DEMAND COMMISSION**

Adopt the following three statements relative to mandatory overtime for Registered Nurses:

- Overtime that is mutually agreed upon by the employee and employer is not mandatory
- On-call is not considered overtime if a predetermined agreement
- Mandatory overtime is defined as "an employer mandated requirement to work more than 12 hours in a 24 hour period or more than 40 hours in a continuous seven day period"

It is further recommended that the above statements be sent to the organizations identified in SCR 140 and request that relative to the nursing professions represented by their organization, that they respond to the following questions given the above definition of mandated overtime:

Are the professional nurses represented by your organization mandated to work overtime?

Can you provide data from you membership relative to this issue?

Does your organization have any recommendations related to this issue?