

Mandatory Overtime is Now Against the Law
What You Should Do If You Are Mandated to Work Overtime in Violation of the Law

As of November 5, 2012, it is unlawful for a nurse to be forced to work beyond his/her regular scheduled shift in a hospital.

For MNA Union Members

If you are a member of an MNA/NNU local bargaining unit and your manager tries to require you to work beyond your shift, please follow these steps:

1. Ask the manager if she/he is mandating you to stay.
If the answer is NO; it is your choice whether or not to work overtime.
2. If the answer is YES, inform the manager that it is against the law to force you to work past your scheduled shift and it is your right to refuse. If the manager withdraws the mandate, it is then your choice whether or not to work.
3. If the manager, even after being informed of the law, continues to insist that you stay, inform the manager they are violating the law, you are working under protest and you will be reporting the unlawful mandatory overtime to the MNA and to DPH. Follow up by notifying a committee member and [click here to fill out the form we have created to report violations of the law to DPH.](https://www.surveymonkey.com/s/8GM95XJ) <https://www.surveymonkey.com/s/8GM95XJ>

For Nurses Who Work in Non Union Hospitals

If you are not a member of an MNA/NNU local bargaining unit and your manager tries to require you to work please follow these steps:

1. Ask the manager if she/he is mandating you to stay.
If the answer is NO; it is your choice whether or not to work overtime.
2. If the answer is YES, inform the manager that it is against the law to force you to work past your scheduled shift and it is your right to refuse. If the manager withdraws the mandate, it is then your choice whether or not to work.
3. If the manager, even after being informed of the law, continues to insist that you stay, inform the manager they are violating the law and you are working under protest. [Next, click here to fill out the form we have created to report violations of the law to DPH.](https://www.surveymonkey.com/s/8GM95XJ) <https://www.surveymonkey.com/s/8GM95XJ>