



What Question 1 does:

Currently, there is no limit on the number of patients that can be assigned to a nurse at one time, except in intensive care units.

- Question 1 sets a safe maximum limit on the number of patients a nurse can care for at one time, depending on hospital unit and patient acuity. Nothing in the language would prohibit a nurse from taking fewer patients than the established limit. These limits will be suspended in the event of a state or federal public health emergency. In other cases, the Attorney General's office has discretion regarding enforcement of this language and no fine is automatic.

Nurses know we need safe patient limits:

Over 8-in-10 of all nurses say the quality of patient care in Massachusetts hospitals is suffering because registered nurses are forced to care for too many patients at one time.

- 90% of MA nurses report they do not have enough time to properly care for patients;
- 77% of MA nurses report medication errors as a result of caring for too many patients;
- 64% of MA nurses report injury and harm to patients as a result of caring for too many patients;
- 36% of MA nurses report patient deaths that are directly attributable to having too many patients to care for at one time;
- 86% of MA nurses support safe patient limits like the ones proposed in Question 1.

How would safe patient limits affect the rest of the patient care team?

- Establishing safe patient limits does not undermine the important work performed by other members of the health care workforce.
- There is language in the ballot question prohibiting hospitals from reducing the non-RN members of the health care workforce- including social workers- to achieve the safe patient limits in the law.

- Hospitals are required to submit a comprehensive plan about how

Ballot Language: "Health Care Workforce", personnel employed by or contracted to work at a facility that have an effect upon the delivery of quality care to patients, including but not limited to registered nurses, licensed practical nurses, unlicensed assistive personnel, service, maintenance, clerical, professional and technical workers, and all other health care workers... implementation of these limits shall not result in a reduction in the staffing levels of the health care workforce...

- they will implement safe patients limits- and per the language above, any reductions in staff that are made to comply with establishing safe patient limits are prohibited- even if those changes are made prior to 1/1/2019.
- It is important to note, that following the implementation of the California nurse staffing law, non-RN staff levels increased by more than 86 percent from 2005-2016.

Putting Patients Ahead of Profits

- The Massachusetts Hospital Industry is a \$28 billion industry.
 - \$7.6 billion in profits in last 5 years (CHIA).
 - 20% owned by for-profit health care companies.
 - \$900+ million in accounts in offshore tax havens.
- A majority of Massachusetts hospitals could meet the required staffing limits in the law by shifting just 3% of their administrative budget from executives, managers and administrators to direct patient care.