

the Massachusetts

nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

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ADVOCATE

SUPERUNION

MNA forges historic pact to create largest RN union in U.S. See Page 3



MNA
UAN

UNITED AMERICAN NURSES, AFL-CIO



March 2009

MNASM

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Attention MNA members: help save DMR facilities

As you know, Governor Patrick recently announced that he is closing four Department of Mental Retardation (DMR) facilities and consolidating others. Since then, the MNA has been working with the Coalition of Families and Advocates for the Retarded (COFAR) and other community groups in mounting a campaign against these cuts.

The MNA and COFAR need the help of every MNA member in making this campaign successful. We know that the first step in the governor's plan is to move many of these patients to vendor-operated community homes. In order to protect these patients, as well as members of Unit 7, the MNA is asking you to participate in as many of the following activities and actions as possible:

- On March 24 call your state senators and state representatives and use the script below to help guide you through your conversation. To find your legislators visit www.wheredoivotema.com.
- On April 7 please attend the COFAR State House rally and, afterwards, plan to visit with your elected officials. This event will run from 10 a.m. to approximately 2 p.m.

If Unit 7 members can organize and present a united front on behalf of patients and their families these essential facilities, and Unit 7 jobs, can be saved.

For more information, including any ques-

Script for phone calls

When you call your legislator, you can use this script as a guide.

Hello, my name is _____, and I live at _____. I am a registered nurse/health care professional from _____ and I'm calling today to express my strong opposition to the governor's plan to close four DMR facilities. Please let my senator/representative know that I support COFAR's efforts to protect patient care by keeping the state's DMR facilities open.

tions specific to logistics or transportation, contact Tony Antonelli at 781-830-5702. ■



Notice to members about potential class action lawsuit

A number of MNA members recently received a direct mailing from the law firm of Dolin, Thomas & Solomon LLP of Rochester, N.Y., requesting that they become part of a potential class action lawsuit against hospital employers for violations of the Fair Labor Standards Act (FLSA).

The focus of the solicitation is to find members who may not have received overtime pay for working through meal periods or other overtime work periods.

If you receive this notice, the MNA rec-

ommends that you not become part of the class. Instead you should contact your MNA local unit officers and file a grievance over the contract violation (failure to pay the overtime rate).

If there is sufficient evidence of systematic violations of the FLSA, the MNA may refer the matter to its legal counsel for possible litigation.

If you have questions or need more information please contact the MNA at 781-821-4625 or via e-mail at mnainfo@mnarn.org. ■

Let Your Voice Be Heard in Washington, D.C.!

There is a new administration, a new Congress, and many daunting challenges facing our nation. President-Elect Obama and the Democratic-controlled Congress will address a variety of issues that affect workers and health care in the coming year.

As registered nurses and health care professionals we have dedicated ourselves to caring for and advocating for patients. We need to make sure that our experience and expertise is heard during the discussion in D.C.

This spring we will be sending a contingent of members to Washington to provide our perspective on the Employee Free Choice Act, Health Care Reform and Safe Nurse Staffing to several of our elected officials in Congress.

If you would like to participate, or to learn more about our efforts, please contact Riley Ohlson at 781-830-5740 or rohison@mnarn.org.

the Massachusetts nurse

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Mission Statement: The Massachusetts Nurse will inform, educate and meet member needs by providing timely information on nursing and health care issues facing the nurse in the commonwealth of Massachusetts. Through the editorial voice of the newsletter, MNA seeks to recognize the diversity of its membership and celebrate the contributions that members make to the nursing profession on the state, local and national levels.

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www.massnurses.org

MNA^{BM}
MASSACHUSETTS NURSES ASSOCIATION



MNA forges historic pact to create largest RN union ever in U.S.

By Julie Pinkham
MNA Executive Director

When the MNA membership cast its historic vote to disaffiliate from the American Nurses Association in 2001, one of the stated goals coming out of that historic meeting was for the organization to work with other like-minded organizations to establish a powerful staff nurse-run national union to represent our interests on the national stage. At our annual business meeting in October, the membership reaffirmed this goal by passing a motion that authorized the Board of Directors to explore opportunities with other organizations to form “an independent national nurses union run by and for nurses, which would represent the majority of the nation’s unionized nurses.”

The need for a powerful national voice has never been more important. The pressure on nurses, particularly in times of financial crisis, continues to increase. Today, more and more labor organizations are seeking to represent nurses, which will only continue to result in a fractured and disjointed voice for nurses who are ill prepared to meet the challenges they face. Finally, with the election of Barack Obama and a Democratic Congress, the prospect for passage of the Employer Free Choice Act—proposed legislation to make it easier to organize nurses—is very strong, which presents a tremendous opportunity to mobilize and organize registered nurses across the nation.

In the context of our long-term goals and the challenges we face, I am happy to report that last month, a delegation from our Board participated in meetings with the recently ANA-disaffiliated group the UAN (United American Nurses)—which has over 45,000 members—and the CNA/NNOC (California Nurses Association/National Nurses Organizing Committee, which has over 85,000 members.

In a dramatic move to unite the power and

influence of America’s leading direct care RN organizations, the MNA, United American Nurses, and the California Nurses Association/National Nurses Organizing Committee announced an agreement to form a new, 150,000-member association—the largest RN union ever in the U.S.

The new organization will be called the United American Nurses-National Nurses Organizing Committee, UAN-NNOC (AFL-CIO), the three said in a joint statement issued on Feb.18.

“Under the principle that RNs should be represented by an RN union,” the statement declared, “we resolve to create a new union of staff nurse-led organizations named UAN-NNOC” to:

1. “Build an RN movement in order to defend and advance the interests of direct care nurses across the country;
2. “Organize all non-union direct care RNs (a substantial majority of the budget shall be dedicated to new organizing);
3. “Provide a powerful national voice for RN rights, safe RN practice, including safe RN-to-patient staffing ratios and health care justice;
4. “Provide a vehicle for solidarity with sister nurse and allied organizations around the world;
5. “Create a national Taft-Hartley pension for union RNs.”

The joint statement also declared that central to the new organization is a guiding principle



Julie Pinkham

that all RNs “should be represented by an RN union.”

A Taft-Hartley pension is a union/employer run defined benefit pension with the union having equal votes with the employer. Many unions currently enjoy this benefit, but nurses do not due to their fragmentation.

Next steps

The agreement that was reached in February provides a statement of principles for the new organization. The next step in the process is for a delegation from the MNA Board to work with similar delegations from the other participating organizations to begin the work of fleshing out the details, which includes modifying the existing UAN constitution and structure to accommodate the CNA/NNOC and MNA unification and culture. Once this has been worked out, the MNA Board will craft and present to the membership a proposal which would then be voted on and ratified by the MNA membership at our annual business meeting at the MNA Convention in October.

Again, while we don’t have details at this time, we can say that the core work of the MNA, including all the current services and support for our local bargaining units will remain unchanged. The structure being developed will be focused on the creation of a vehicle for this new national body to work together as a national voice, with the principle focus being on organizing new nurses and increasing our power and clout in the health care industry.

As more information is available, it will be shared with you. Even without the specifics being worked out, we are receiving enthusiastic responses from our members who understand the importance of this long awaited development. If you have any questions about this issue, please feel free send an email to David Schildmeier, our director of public communications at dschildmeier@mnarn.org. ■

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Nursing on Beacon Hill: Legislative Update

MetroWest gets political

The MNA at MetroWest Leonard Morse Medical Center hosted an informal gathering with area elected officials on Feb. 9. MetroWest Leonard Morse is a vital part of the community as are the people who work there. The facility has undergone a number of changes over the years and more are anticipated to come in these difficult economic times. The gathering was held in order to build relationships and partnerships with members of our community so that nurses can be better

prepared to meet future challenges. Invited guests included Congressman Ed Markey; state Sens. Karen Spilka (D-Ashland), Scott Brown (R-Wrentham) and James Eldridge (D-Acton); state Reps. James Vallee (D-Franklin), David Linsky (D-Natick), Tom Sannicandro (D-Ashland), Alice Peisch (D-Wellesley), Pam Richardson (D-Framingham), Carolyn Dykema (D-Holliston) and Danielle Gregoire (D-Marlboro); and the Natick Board of Selectmen. ■



Pam Wilkey, an RN at MetroWest, with Senator Spilka, right.



Rep. David Linsky with Vicki Emerson, an RN at MetroWest.



Rep. Pam Richardson, left, and Terry Bonzey, an RN at MetroWest.



Massachusetts House elects new speaker

On Jan. 28, the Massachusetts House of Representatives elected Rep. Robert DeLeo (D-Winthrop) as new speaker. A native of Winthrop and a graduate of the Boston Latin School, Northeastern University and Suffolk Law School, DeLeo was first elected to the House in 1991. Under former Speaker Sal DiMasi, who resigned, DeLeo served as Ways & Means chair since 2005. His district includes Winthrop and parts of Revere.



Robert DeLeo

DeLeo has named new committee chairs and given rank and file members their committee assignments. These appointments mark the most significant change in House leadership in a number of years. Of particular interest to the MNA are the new chair of the Public Health Committee, Rep. Jeffrey Sanchez (D-Boston), and the new chair of the Health Care Financing Committee, Rep. Harriett Stanley (D-West Newbury). We look forward to working with Speaker DeLeo and his leadership team this session. ■



Glavin Center campaign. Gov. Deval Patrick's plan to close the Irving A. Glavin Regional Center in Shrewsbury was discussed at a community meeting on Jan. 10. The meeting was attended by Glavin family members and advocates, Shrewsbury community organizations and MNA. MNA members from left, Tina Buono, Gloria Bardsley, and James Gahan, all employees at the Glavin Center, talk with state Rep. Karyn Polito (R-Shrewsbury) about partnering in the campaign to save the Glavin Center. Glavin is a facility for the mentally impaired. With 55 residents, it is among four state DMR facilities slated to be closed within 4½ years. Relatives of those who live at the Glavin say the Central Massachusetts location is needed for those who cannot live in community residences.



Participants in the Harvard Trade Union Program recently visited the MNA as part of their six-week curriculum. The goal of the day-long visit was to have the attendees—many of whom come from around the globe to participate in this prestigious program—get an inside look at how a local

union operates. The Harvard Trade Union Program teaches trade union leaders the essential skills for the management and leadership of unions, as well as providing a unique opportunity to explore key issues affecting the labor movement.

Corporate greed, the U.S. economy and the United Auto Workers

Given the dismal state of the economy and the recession that we are in, it may be useful to look at some of the contributing factors that got us to this point. Let's then review an abbreviated history of recent U.S. corporate mismanagement, failure, bailouts, corruption, crime, fraud and malfeasance.

Tyco. In January of 2002 Business Week magazine lists Tyco CEO Dennis Kozlowski as one of the top 25 corporate managers of 2001. In June of 2005 a jury finds Kozlowski guilty of stealing more than \$150 million from Tyco. His extravagances included a \$6,000 shower curtain, \$2,900 on coat hangers and a \$2 million birthday party on Sardinia.

Enron. In 2001 Forbes Magazine names Enron the "most innovative company in America" for the sixth consecutive year. Huge scandal soon follows comprised of off-the-books partnerships, hiding losses and inflating profits. Enron also contributed to the California electricity crisis of 2001 by manipulating supply for profits. The company liquidates and 21,000 staff loses their jobs, investments, savings, children's college funds and pensions.

Halliburton. Houston and Dubai-based oil company formerly headed by Dick Cheney. Halliburton supplied contaminated water to troops in Iraq and then overbilled the government for work not performed.

AIG. The world's largest insurer faced a "liquidity crisis" in early fall of 2008. The government lends AIG \$85 billion in September of 2008 to prevent its collapse. A week later AIG executives participated in a lavish California retreat which cost \$444,000 followed by an \$86,000 luxurious English hunting trip.

Arthur Andersen LLP. One of the nation's "Big Five" accounting firms—and the accounting firm of Enron—was convicted of obstruction of justice by destroying documents relating to the investigation. The firm is on the verge of total dissolution and approximately 28,000 employees have lost their jobs.

World Com. CEO Bernard Ebbers was found guilty of and convicted of securities fraud, conspiracy and filing false documents with regulators, and a series of crimes that resulted in an \$11 billion accounting scandal.

John Thain. The former CEO of Merrill Lynch, who was described as "Mr. Fix-It," gave out \$4 billion in bonuses in November 2008 to Merrill employees (even as the brokerage firm was losing massive amounts of money) out of the \$15 billion bailout of taxpayer money. He also redecorated his corporate office to the tune of \$1.22 million.

Wall Street Executives. Reward themselves for running the economy into the ground by



giving themselves year-end bonuses of \$18.4 billion from the tax-payer bailout money. President Obama termed these bonuses as "shameful" even as Rudy Giuliani defended them.

Then there is Wachovia; Bear Stearns; Fannie Mae; Freddie Mac; Washington Mutual; Lehman Bros.; and Bernie Madoff, who was praised as having "impeccable" market timing by a major European bank just weeks before his arrest for stealing \$50 billion. And of course there are the golden parachutes for executives; the sub-prime mortgages; the record number of home foreclosures; the massive job losses; and a \$700 billion plus government bail-out with no strings attached and virtually no accountability.

Auto industry

Yet one of the most recent examples of gross corporate short-sightedness and mismanagement involves the auto industry—which also happens to be the one area where there is a strong labor union.

While the auto industry's CEOs flew their private corporate jets to Washington to testify, the right-wing TV and radio pontificators, members of congress and the newspaper of record (The New York Times) adopted the position that a key reason for the collapse of the industry was the United Auto Workers union

(UAW), with its supposedly over-generous wage and benefits package.

Facts

The average amount of labor costs that goes into building a car is approximately 10 percent, and not the \$8,000-\$10,000 figure that gets endlessly repeated.

Auto workers do not get paid \$70-\$80 per hour— as reported by The New York Times and forever after repeated as gospel truth. In fact the average UAW wage is about \$28/hour (or about \$58,240/yr for a full time worker). The Times misled the public by including as a "wage" the cost of health insurance—as if health care and retiree pension costs are excessive benefits. Even then, health insurance and retiree pensions do not account for the balance of the mythical \$70-\$80 per hour.

The UAW along with its former charismatic and visionary leader, Walter Reuther, has historically been on the cutting edge of advocating for its membership and for social activism/responsibility, including:

- Advocating for a national, tax-funded health insurance plan (in 1935).
- Encouraging the rapid conversion of auto plants into aircraft production plants during WWII.
- Supporting women and blacks entering the workforce and formally opposing the

racist, wildcat “hate strikes” that were aimed at black workers.

- Advocating in 1947 for the auto makers to build more fuel efficient cars—a call to action that is still being ignored.
- Supporting the civil rights movement.
- Opposing the Vietnam War and temporarily splitting from the AFL-CIO over the issue.

The UAW is a union that is a true example of the labor movement’s activism, and one that should be emulated. Reuther often said the UAW wanted “to make progress with the

community and not at the expense of the community.”

Did those vocal senators (Richard Shelby of Alabama, Mitch McConnell of Kentucky and Bob Corker of Tennessee), so prominent now in pounding the UAW, ever question Kozloski’s \$6,000 shower curtain? Or the six-figure salaries of the Enron employees? Or the extravagances of AIG executives? When these same senators want to impose wage and benefit limits on workers, did they even consider caps on the extravagant and outrageous executive compensation packages? When they demanded

concessions from the UAW do they also ask for concessions from corporate executives?

The answer is no, because they have a very specific agenda: to defeat the Employee Free Choice Act and to bust labor unions. To that point: within days of receiving \$25 billion in taxpayers’ money, Bank of America hosted a conference call with key corporate leaders to strategize about how to fight the Employee Free Choice Act.

It is time to put things into perspective and to set the record straight. Because let’s face it: nurses could be next. ■

Bargaining unit updates

Worcester School Nurses

The Worcester School Nurses are continuing negotiations with management and have held several successful and well-attended membership meetings. They currently are planning a “meet and greet” with local public officials to educate them about the role and value of school RNs.

West Springfield School Nurses

The West Springfield School Nurses have ratified a three-year agreement that includes a 3 percent across the board increase in year one of the contract, a 3.5 percent increase in year two and a 2 percent increase in the third year. The bottom two steps of the pay scale were

eliminated and two new steps were added at the top.

In addition a bonus in the amount of \$300 for nurses with a bachelor’s degree and a \$400 bonus for nurses with a master’s degree was added to the contract, as was a new \$100 annual clothing allowance.

Providence Behavioral Health Hospital

A Providence nurse who was unjustly terminated in August 2008 has been reinstated.

Burbank Hospital

The new contracts are scheduled to be distributed in March at an open meeting. ■

MNA to launch Web page redesign at the Chair Summit

After much anticipation, the MNA will be launching an exciting new redesign of its Web page that—among other things—will include the availability of new, secure members-only Web pages that are bargaining unit specific. The new design will be launched on March 26 at the MNA’s annual Chair Summit and members will be able to access all of the site’s available features and upgrades immediately after the launch.

“The goal of this redesign was to make it easier to find key information on the home page by removing the clutter and by giving the overall site a makeover of sorts,” said David Schildmeier, director of the organization’s division of public communication. “The appearance of the site is now more current and stylized, and as a result it is much easier for viewers to navigate through the content.”

According to Schildmeier, one of the most important upgrades is the members-only, bargaining unit pages. “As each bargaining unit establishes a Web page its members will have access to wide variety of unit-specific information—anything from negotiation details to a unit’s contract.

Other members-only features include access to benefit codes (i.e., consumer discount codes) that were previously only listed in the newsletter and access to the MNA’s annual report.

For members to fully utilize the new site’s capabilities and to access their local bargaining Web page*, they will need to utilize their MNA e-mail address and password. If you don’t have your MNA e-mail address or password, please contact the MNA’s membership department at 781-821-4625 and press “1.”

Other redesign highlights include:

- A rotating highlight box to announce some of the more prominent MNA happenings
- A printer-friendly button on every page
- The ability to display more video material
- The ability to post interactive polls and quizzes

In the coming months members will also be able to register online for the MNA’s continuing education classes and the organization’s annual convention.

**Please note that the process for creating bargaining unit Web pages is ongoing. As a result, several bargaining units do not yet have active, posted pages. For more information contact your unit’s chairperson. ■*

Updates to Regional CE classes

Region 2: Call 508-756-5800 for details.

April 28: “Infectious Diseases: TB and Hepatitis,” presented by Linda O’Reilly, MS, APRN, BC, will replace the “Chemotherapy: What Nurses Need to Know” program previously scheduled.

Region 5: Call 781-821-8255 for details.

June 16: “Managing Cardiac and Pulmonary Emergencies” (previously scheduled for March 3) at the X&O Restaurant in Stoughton. ■

MNF
Rosemary Smith RN
Memorial Golf Tournament

Monday
July 20, 2009

to benefit Scholarship Programs for
Nursing & Healthcare Professionals

Visit www.massnurses.org or
call to register at
781-821-4625 x745

Save the Date!

Single-payer reform: a major economic stimulus

According to a first-of-its-kind survey undertaken by the California Nurses Association, establishing a national single-payer healthcare reform system would provide a major stimulus for the U.S. economy by creating 2.6 million new jobs, and infusing \$317 billion in new business and public revenues, with another \$100 billion in wages into the U.S. economy.

The number of jobs created by a single-payer system, expanding and upgrading Medicare to cover everyone, parallels almost exactly the total job loss in 2008.

These dramatic new findings document for the first time that a single-payer system could not only solve our healthcare crisis, but also substantially contribute to putting America back to work and assisting the economic recovery," said Geri Jenkins, RN, co-president of the California Nurses Association/ National Nurses Organizing Committee, which sponsored the study.

"Through direct and supplemental expenditures, healthcare is already a uniquely dominant force in the U.S. economy," said Don DeMoro, lead author of the study and director of the Institute for Health and Socio-Economic Policy, the NNOC/CNA research arm.

"However, so much more is possible. If we were to expand our present Medicare system to cover all Americans, the economic stimulus alone would create an immense engine that would help drive our national economy for decades to come," DeMoro said.

Expanding Medicare to include the uninsured, and these on Medicaid or employer-sponsored health plans, and expanding coverage for those with limited Medicare, would have the following immediate impacts:

- Create 2,613,495 million new permanent good-paying jobs (slightly exceeding the number of jobs lost in 2008)
- Boost the economy with \$317 billion in increased business and public revenues
- Add \$100 billion in employee compensation
- Infuse public budgets with \$44 billion in new tax revenues

Further, moving to the new system comes with an unexpectedly low price tag, given the economic benefits and the far-reaching consequences of genuine healthcare reform, DeMoro noted.

Far less than the Wall Street bailouts

Adding all Americans to an expanded Medicare could be achieved for \$63 billion beyond the current \$2.1 trillion in direct healthcare

spending. The \$63 billion is six times less than the federal bailout for CitiGroup, and less than half the federal bailout for AIG. Solely expanding Medicare to cover the 47 million uninsured Americans (as of 2006 data on which the study is based) could be accomplished for \$44 billion.

The IHSP projections build from an econometric model of the current face of healthcare – applying economic analysis to a wide array of publicly available data from Medicare, the Bureau of Labor Statistics, Bureau of Economic Analysis, and other sources.

It is the first known study to provide an econometric analysis of the economic benefits of healthcare to the overall economy, showing how changes in direct healthcare delivery affect all other significant sectors touched by healthcare, and how sweeping healthcare reform can help drive the nation's economic recovery.

Healthcare presently accounts for \$2.105 trillion in *direct* expenditures. But healthcare spreads far beyond doctor's offices and hospitals. Adding in healthcare business purchases of services or supplies and spending by workers, the total impact of healthcare in the economy mushrooms to nearly \$6 trillion.

Overall, every direct healthcare dollar creates nearly three additional dollars in the U.S. economy. In *current* form, healthcare:

- Generates 45 million jobs, directly and in other industries.
- Accounts for 10.5 percent of all U.S. jobs and 12.1 percent of all U.S. wages.
- Totals 9.2 percent of the nation's Gross National Product.

- Contributes about 25 percent of all federal tax revenues. Federal, state, and local taxes from the healthcare sector in 2006 added up to \$824 billion.

All those numbers would rise dramatically through comprehensive healthcare reform. But a single-payer system would produce the biggest increase in jobs and wages. The reason, DeMoro said, is that "the broadest economic benefits directly accrue from the actual delivery and provision of healthcare, not the purchase of insurance."

Medicare for all has numerous other benefits, of course, noted Jenkins, from a streamlined system with tens of billions less in private insurance administrative waste, guaranteed choice of physician and hospital, no loss of coverage when unemployed, and no one denied coverage due to age or health status.

"Only a single-payer, expanded Medicare-for-all approach ends the current disgraceful practice of insurance companies refusing to pay for medical treatment or engaging in rampant price gouging that discourages patients from going to the doctor, seeing specialists, or getting diagnostic procedures in a timely manner," said Jenkins.

The IHSP has conducted research for members of Congress and state legislatures as well as NNOC/CNA, and received international renown for research studies on cost and charges in the hospital industry, the pharmaceutical industry, hospital staffing, and other healthcare policy.

Robert Fountain, a frequent economics consultant for the California Public Employees Retirement System (Cal-PERS), served as a consultant on the study. ■

Mass. union leaders call on Obama to support H.R.676, the national 'Medicare for All' bill

More than 40 Massachusetts labor leaders, including MNA President Beth Picknick, have signed a letter to President Obama raising concerns that some policy makers in Washington are backing health care reforms based on the state plan adopted two years ago. The Massachusetts plan features an "individual mandate" requiring all citizens to buy private health insurance. The letter, which was sent in mid-February and spearheaded by the Jobs with Justice Coalition, stated:

"The [Massachusetts plan] is too expensive for many individuals forced to buy health insurance. It has failed to control costs and it has cost the state far more than initially projected. As a result, many critical health care facilities that serve low-income communities are facing huge cuts, while health care premiums continue to rise by double digits year after year. The Massachusetts plan is widely recognized as unsustainable and now that we are facing an economic crisis, it is even more problematic."

Instead of individual mandates, the letter urges the president to support H.R.676, the national "Medicare for All" bill, as the "most fiscally prudent and morally imperative direction for successful health care reform."

H.R.676—expected to be reintroduced in Congress later this month—has been endorsed by 39 state AFL-CIO federations, 100 Central Labor Councils and more than 400 local unions. Last year, the bill had 92 co-sponsors in Congress, more than any other health care reform bill. ■



May 15, 2009

DCU Center
Foster Street /
Major Taylor
Boulevard
Worcester, MA

Save the Date!

14th Annual
**Adult
Immunization
Conference**

Thursday, May 21
DCU Center Worcester

**MNA membership
dues deductibility for 2008**

The table below shows the amount and percentage of MNA dues that may **not** be deducted from federal income taxes. Federal law disallows the portion of membership dues used for lobbying expenses.

Region	Amount	Percent
All Regions	\$39.00	5.0%

MNASM
4th
annual
Clinical Nursing
Conference

FREE
& exclusive to
MNA members
Enrollment
limited to 900!



MNASM **2009 Health & Safety Conference**

**Workplace Hazards to Nurses and Other Healthcare Workers:
Beyond the Salary, Safety at Work**



**Heavy
Lifting**



**Infectious
Diseases**



**Hazardous
Drugs**



**Bloodborne
Pathogens**

June 4 & 5, 2009, 8:30 a.m. - 4:30 p.m., Hoagland Pincus Conference Center,
222 Maple Avenue, Shrewsbury, MA 01545

This conference will present the latest research findings on work environment issues related to cause and prevention of Work-Related Asthma, Musculo-Skeletal Injuries, Needlestick Injuries, Workplace Violence and Abuse, Infectious Disease Transmission, Exposure to Hazardous Drugs, and Injuries in the Home Care setting. The environmental health concerns of improper disposal of medications and strategies for safer disposal will also be addressed.

Contact Hours: Will be provided.

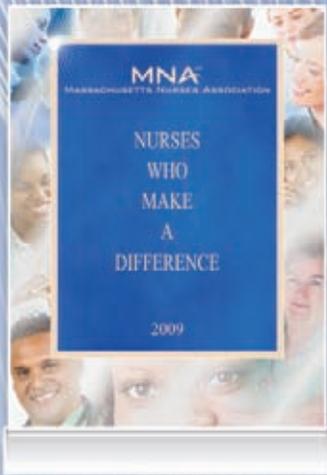
The MNA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

To successfully complete a program and receive contact hours, you must: 1) sign in, 2) be present for the entire period of the session and 3) complete and submit the evaluation.

Fees: MNA Members/Associate Members Free but requires a \$75.00 deposit for the two day program, which will be returned upon attendance. For a single days registration, a \$50.00 deposit, which will be returned upon attendance. Others \$75.00 for a two day program, \$50.00 for single day.

For more information or to register, contact Susan Clish in the Division of Health and Safety at 781-830-5723 or 800-882-2056, x723

2009 MNA ANNUAL AWARDS



You know nurses who have made a difference. You can identify individual contributions that go beyond the ordinary. You recognize excellence in nursing practice, education, research and service.

Now it's your turn to make a difference! You can nominate candidates for a 2009 MNA Annual Award. Help give MNA the opportunity to reward and applaud outstanding individuals. Let them know that you care about their important contributions to the profession of nursing.

Deadline for submission of nominees to the MNA Awards Committee is May 13, 2009.

Completed forms and other requested materials must be received by the Awards Committee by the deadline; late or incomplete applications will not be reviewed by the Committee.

To receive nomination papers for any of the MNA Annual Awards or for additional information or questions regarding the 2009 MNA Annual Awards, please contact Liz Chmielinski, Division of Nursing, at 781-830-5719; or toll free in MA at 1-800-882-2056, x719 or via email at EChmielinski@mnarn.org.

- **Doris Gagne Addictions Nursing Award:** Recognizes a nurse or other healthcare provider who demonstrates outstanding leadership in the field of addictions.
- **Elaine Cooney Labor Relations Award:** Recognizes an MNA Labor Relations Program member who has made a significant contribution to the professional, economic and general welfare of nursing.
- **Judith Shindul Rothschild Leadership Award:** Recognizes a member and nurse leader who speaks with a strong voice for the nursing community at the state and or national level.
- **Kathryn McGinn-Cutler Advocate for Health and Safety Award:** Recognizes an individual or group that has performed outstanding service for the betterment of health and safety for the protection of nurses and other health care workers.
- **MNA Excellence in Nursing Practice Award:** Recognizes a member who demonstrates an outstanding performance in nursing practice. This award publically acknowledges the essential contributions that nurses across all practice settings make to the health care of our society.
- **MNA Human Needs Service Award:** Recognizes an individual who has performed outstanding services based on human need, with respect for human dignity, unrestricted by consideration of nationality, race, creed, color, or status.
- **MNA Advocate for Nursing Award:** Recognizes the contributions to nurses and the nursing profession by an individual who is not a nurse.
- **MNA Image of the Professional Nurse Award:** Recognizes a member who has demonstrated outstanding leadership in enhancing the image of the professional nurse in the community.
- **MNA Nursing Education Award: Professional Nursing Education:** Recognizes a member who is a nurse educator and who has made significant contributions to professional nursing education/continuing education and/or staff development.
- **MNA Nursing Education Award: Continuing Education/Staff Development:** Recognizes a member who is a nurse educator and who has made significant contributions to formal nursing education/continuing education or staff development.
- **MNA Research Award:** Recognizes a member or group of members who have effectively conducted or utilized research in their practice.
- **MNA Bargaining Unit Rookie Of The Year Award:** Recognizes a Labor Relations Program member who has been in the bargaining unit for five or less years and has made a significant contribution to the professional, economic and general welfare of a strong and unified bargaining unit.

2009 MNF scholarships available



- ▶ Scholarship
- ▶ Research
- ▶ Education

Massachusetts Nurses Foundation, Inc.

- **New:** Rosemary Smith Memorial Scholarship for MNA members seeking advanced degree in nursing, labor studies or public health policy
- **New:** School Nurse Scholarships for MNA members enrolled in an accredited program related to school health issues
- Unit 7 RN pursuing higher education
- Unit 7 HCP pursuing higher education
- Regional Council 5 Scholarship for child of an MNA member pursuing higher education (other than nursing)
- Regional Council 5 Scholarship for child of an MNA member pursuing a nursing degree
- Regional Council 5 Scholarship to an MNA member's spouse/significant other pursuing nursing degree
- Regional Council 4 Scholarship for MNA member pursuing nursing degree/higher education
- Regional Council 3 Scholarship for MNA member pursuing BSN
- Regional Council 3 Scholarship for MNA member pursuing MSN/PhD
- Regional Council 3 Scholarship for MNA member's child pursuing BSN
- Regional Council 2 Scholarship for MNA member pursuing nursing degree/higher education
- Regional Council 2 Scholarship for MNA member's children pursuing nursing degree
- Carol Vigeant Scholarship for entry level nursing student in Worcester area
- Kate Maker Scholarship for entry level nursing student in Worcester area
- Janet Dunphy – MNA Regional Council 5 member pursuing baccalaureate degree
- Janet Dunphy – MNA Regional Council 5 member pursuing master's degree
- Janet Dunphy – MNA Regional Council 5 member pursuing doctoral degree
- Regional Council 1 MNA member's children pursuing nursing degree
- Faulkner Hospital School of Nursing Alumnae Memorial Scholarship

Printable applications with instructions and eligibility requirements are available at www.massnurses.org. To have an application mailed, call the MNF voice mail at 781-830-5745.

- Application Deadline: June 1, 2009 •

MNA incumbent office holders

Board of Directors

President

Beth Piknick (2007–09)

Vice President

Donna Kelly-Williams (2008–10)

Secretary

Rosemary O'Brien (2007–09)

Treasurer

Ann Marie McDonagh (2008–10)

Directors Labor

Region 1

Patty Healey (2007–09)

Sandra Hottin (2008–10)

Region 2

Pat Mayo (2007–09)

Ellen Smith (2008–10)

Region 3

Judy Rose (2007–09)

Stephanie Stevens (2008–10)

Region 4

Fran O'Connell (2007–09)

Vacant (2008–10)

Region 5

Barbara Norton (2007–09)

Ginny Ryan (2008–10)

Directors (At-Large/Labor)

Karen Coughlin (2007–09)

Karen Higgins (2007–09)

Richard Lambos (2007–09)

Kathie Logan (2007–09)

Diane Michael (2008–10)

Marie Ritacco (2008–10)

Directors (At-Large/General)

Fabiano Bueno (2008–10)

Donna Dudik (2008–10)

Sandy Eaton (2007–09)

Ellen Farley (2008–10)

Gary Kellenberger (2008–10)

Tina Russell (2008–10)

Barbara Tiller (2008–10)

Labor Program Member (Non-RN, Health Care Professional)

Beth Gray-Nix (2007–09)

Congress on Health Policy and Legislation

Melissa Croad

Ann Eldridge Malone

Nancy Pitrowski

Kathy Metzger

Julia Rodriguez

Donna Dudik

Sandra Hottin

Chris Folsom

Kathleen Charette

Congress on Health and Safety

Terri Arthur

Mary Bellistri

Maryanne Dillon

Sandra LeBlanc

Gail Lenehan

Elizabeth O'Connor

Kate Opanasets

Kathy Sperrazza

Nominations & Elections Committee

Janet Spicer

Center for Nursing Ethics & Human Rights

Ellen Farley

Sarah Moroney

Lolita Roland

Kelly Shanley

Congress on Nursing Practice

Mary Amsler

Linda Barton

Marianne Chisholm

Ellen Deering

Mary Keohone

Susan Lipsett

Marian Nudelman

Lee-Ann Tibets

Linda Winslow

Bylaws Committee

Jane Connelly

Elizabeth Kennedy

Sandra LeBlanc

Susan Mulcahy

Elizabeth Sparks

Kathryn Zalis

Regional Council election

Pursuant to the MNA Bylaws: Article III, Regional Councils, Section 5: Governance

a. The governing body within each region will consist of:

- (1) A Chairperson, or designee, for each MNA bargaining unit.
- (2) One Unit 7 representative on each regional council, to be designated by the Unit 7 President.
- (3) Four at-large elected positions. General members, labor members, and labor program members are eligible to run for these at-large positions. At-large members serve a two year term or until their successors are elected.

b. At-large members shall be elected by the Regional Council's membership in MNA's general election. Two at-large members shall be elected in the even years for two-year terms and two at-large members shall be elected in the odd years for two-year terms. *Proviso: This election commences in 2009.* ■

**Consent-to-serve forms,
See Pages 12 & 13**

Consent to Serve for the MNA 2009 Election

I am interested in active participation in Massachusetts Nurses Association.

MNA General Election

- | | |
|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| <input type="checkbox"/> President, General*, 1 for 2 years | <input type="checkbox"/> Nominations Committee, (5 for 2 years) [1 per region] |
| <input type="checkbox"/> Secretary, General*, 1 for 2 years | <input type="checkbox"/> Bylaws Committee (5 for 2 years) [1 per region] |
| <input type="checkbox"/> Director, Labor*, (5 for two years) [1 per Region] | <input type="checkbox"/> Congress on Nursing Practice (5 for 2 years) |
| <input type="checkbox"/> Director At-Large, General*, (3 for 2 years) | <input type="checkbox"/> Congress on Health Policy (5 for 2 years) |
| <input type="checkbox"/> Director At-Large, Labor*, (4 for 2 years) | <input type="checkbox"/> Congress on Health & Safety (5 for 2 years) |
| <input type="checkbox"/> Labor Program Member*, (1 for 2 years) | <input type="checkbox"/> Center for Nursing Ethics & Human Rights (2 for 2 years) |

* "General" means an MNA member in good standing and does not have to be a member of the labor program. "Labor" means an MNA member in good standing who is also a labor program member. "Labor Program Member" means a non-RN health care professional who is a member in good standing of the labor program.

Please type or print — Do not abbreviate

Name & credentials _____
(as you wish them to appear in candidate biography)

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

Present or Past MNA Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.) Past 5 years only.

MNA Offices	Regional Council Offices

Candidates may submit a **typed** statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be to the MNA and in particular to the position which you seek. This statement will be used in the candidate biography and published in the *Massachusetts Nurse Advocate*. Statements, if used, must be submitted with this consent-to-serve form.

 Signature of Member

 Signature of Nominator (leave blank if self-nomination)

Postmarked Deadline: Preliminary Ballot: March 31, 2009
 Final Ballot: June 16, 2009

Return To: Nominations and Elections Committee
 Massachusetts Nurses Association
 340 Turnpike Street, Canton, MA 02021

- Hand delivery of material must be to the MNA staff person for Nominations and Elections Committee only.
 - Expect a letter of acknowledgment (call by June 1 if none is received)
- Retain a copy of this form for your records.
 - Form also available on MNA Web site: www.massnurses.org

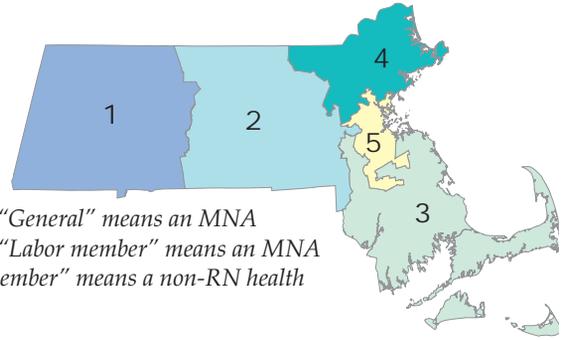
2009 Consent to Serve for the MNA Regional Council

I am interested in active participation in MNA Regional Council

At-Large Position in Regional Council (2-year term; 2 per Region)

I am a member of Regional Council

Region 1 Region 2 Region 3 Region 4 Region 5



General members, labor members and labor program members are eligible to run. "General" means an MNA member in good standing and does not have to be a member of the labor program. "Labor member" means an MNA member in good standing who is also a labor program member. "Labor program member" means a non-RN health care professional who is a member in good standing of the labor program.

Please type or print — Do not abbreviate

Name & credentials _____
(as you wish them to appear in candidate biography)

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

Present or Past MNA Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.) Past 5 years only.

MNA Offices	Regional Council Offices

Candidates may submit a **typed** statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be to the MNA and in particular to the position which you seek. This statement will be used in the candidate biography and published in the *Massachusetts Nurse Advocate*. Statements, if used, must be submitted with this consent-to-serve form.

 Signature of Member

 Signature of Nominator (leave blank if self-nomination)

Postmarked Deadline: Preliminary Ballot: March 31, 2009
 Final Ballot: June 16, 2009

Return To: Nominations and Elections Committee
 Massachusetts Nurses Association
 340 Turnpike Street, Canton, MA 02021

MNA nominations & election policies & procedures

1. Nomination process & notification of nominees

Revised policy

- A. All candidates for office, submitting papers to the Nominations & Elections Committee, shall be notified in writing upon receipt of materials by the MNA staff person assigned to the Nominations & Elections committee. The letter of acknowledgement will identify the office sought. All notifications will be sent by MNA no later than June 15 of each year. If no acknowledgment has been received within 7 days of sending the consent to serve form, it is the nominees' responsibility to contact MNA regarding the status of their nomination.
- B. All candidates must be an MNA member or a Labor Program member in good standing at the time of nomination and election.
- C. A statement from each candidate, if provided, will be printed in the Massachusetts Nurse. Such statements should be limited to no more than 250 words.

2. Publication of ballot

- A. Preliminary Ballot: All candidates who are members in good standing shall have their names printed on the ballot provided the nomination papers have been received by the Nominations & Elections Committee or designee by the deadline date established by the committee and communicated in the Massachusetts Nurse. The order names are listed on the ballot is determined by random selection.
- B. Final Ballot: All candidates who are members in good standing, shall have their names printed on the ballot provided the nomination papers have been received by the Nominations & Elections Committee by the deadline date established by the committee and communicated in the Massachusetts Nurse. The order names are listed on the ballot is determined by random selection by the Nominations & Elections Committee or their designee.

All candidates will receive a draft copy of the Final Ballot prior to the Election Mailing for verification purposes. Confirmation/request for corrections to the ballot should be made in writing to the Nominations and Elections Committee or their designee postmarked within seven days of receipt of the draft ballot.

For uncontested positions the Nominations & Elections Committee may solicit candidates, accept late applications, and add to the ballot after the final ballot deadline with approval of the majority of members of the Nominations & Elections Committee present and voting.

- C. Ballot Information: All inquiries related to deadlines, status, policies, eligibility to vote and receipt of ballots are to be addressed to the staff person to the Nominations & Elections Committee or a designee.

3. Publication of policies/procedures/campaign practice

All policies, procedures and campaign practices related to the MNA elections shall be distributed to candidates upon receipt of their nomination papers. Notice to all members of availability shall be published in the Massachusetts Nurse annually.

4. Campaign practices

- A) All candidates shall have access to the following: membership lists/labels; structural unit rosters; bargaining unit rosters; and MNA on-site mailboxes. Candidates may also have access to campaign space in the Massachusetts Nurse and may request time on structural unit and bargaining unit agendas.

The following conditions must be met.

1. Request for labels/lists/rosters must be in writing and signed by the candidates. All requests will be honored provided they comply with the MNA information/label request policies.
2. Requests from the candidate for time on structural unit or bargaining unit agendas must be in writing and directed to the appropriate chair. The staff person for the group must also be notified of the request. All candidates for a specific office must be provided with equal access and time.
3. Structural units and bargaining units may invite candidates to speak at a meeting. All requests must be in writing with a cc to staff. All candidates for a specific office must be provided with equal access and time.
4. All costs for labels/space in the Massachusetts Nurse, and mailing shall be the responsibility of the candidates. Labels will be provided at cost. Ad space in the Massachusetts Nurse will be at a specific advertising rate.
5. Records of requests received, the date of the request, as well as distribution of materials shall be kept by the Membership Department.
6. All campaign mailings utilizing MNA membership labels shall be sent through a mailing house designated by the MNA. Mailing utilizing rosters may be done directly by the candidates.
7. The membership list shall be available for review/inspection, by appointment with the Membership Department. Lists or records must remain on the premises.
- B. All candidates must follow acceptable practices in the acceptance of goods, services and contributions. This includes
 1. Employers shall not provide money, supplies, refreshments or publication of and "endorsement" on behalf of a candidate.
 2. Candidates may not use MNA, Region or employer stationary to promote their candidacy.
 3. Candidates may not use postage paid for by MNA, Region or an employer to mail literature to promote their candidacy.
 4. Neither MNA its structural units or bargaining units may use dues money for a function to promote the candidacy of a particular candidate. MNA may sponsor a function at which all candidates for a particular office are invited and no candidate is shown preference over another.
 5. Individual members may make voluntary contributions of money, goods or services to a candidate.
 6. The amount that a candidate may expend in campaigning is not limited by MNA.
 7. MNA elected and appointed officials may endorse candidates. In the event that the endorsement is to appear in the Massachusetts Nurse, then and only then, the endorsements must be verified on the official MNA Campaign Endorsement Form and must accompany ad copy. However, no endorsements may carry identification as to the MNA office held by the endorser (see attachment A).
 8. MNA staff shall not wear promotional materials of any candidate or in any manner promote the candidacy of any individual.
 9. Candidates shall not use the MNA corporate logo on campaign materials.
 10. Campaigning or campaign materials are not allowed on

MNA premises with the following exceptions:

- When invited to a MNA structural unit or bargaining unit meeting.
- Meeting attendees may wear promotional material.

5. Ballot/voting instructions

- A. Ballot will be mailed at least 15 days prior to the date which it must be mailed back (postmarked).
- B. Complete area (as per instructions on form) next to the name of the candidate of your choice. You may vote for any candidate from any Region.
- C. Do not mark the ballot outside of the identified area.
- D. Write-in votes shall not be considered valid and will not be counted.
- E. Enclose the correct and completed voting ballot in an envelope (marked Ballot Return Envelope), which does not identify the voter in anyway, in order to assure secret ballot voting. **ONLY ONE BALLOT MAY BE PLACED IN THE ENVELOPE.** All mailing envelopes will be separated from the inner envelope containing the ballot before the ballots are removed, to assure that a ballot can in no way be identified with an individual voter. (At the discretion of the Nominations & Elections Committee, mailing envelopes containing the voter's name and address may be checked off on a master membership list. This process may be of the total membership list, or randomly selected envelopes.) If the mailing envelope has been misplaced, another envelope can be substituted. This envelope must be addressed to: MNA Secretary, c/o Contracted Election Administrator (address) In the upper left-hand corner of this envelope you must:

- a. Block print your name
- b. Sign your name (Signature required)
- c. Write your address & Zip

If this information is not on the mailing envelope, the secret ballot inside is invalid.

- F. The ballot must be received no later than 5 p.m. on Aug. 22, 2008 in order to be counted.
- G. The ballots must be mailed to MNA Secretary, c/o Contracted Election Administrator, LHS Associates 13 Branch St., Methuen, MA 01844

6. Observation

- A. Each candidate or their designee who is a current MNA and/or Labor Relations Program member is to be permitted to be present on the day(s) of the opening and counting of the ballots. Notification of intent to have an observer present must be received in writing or electronic message from the candidate 5 working days prior to the ballot counting date.
- B. Each observer must contact the MNA staff person assigned to the Nominations & Elections Committee 5 working days prior to the day in question for space allocation purposes only.
- C. The observer must provide current MNA membership identification to election officials and authorization from the candidate.
- D. No observer shall be allowed to touch or handle any ballot or ballot envelope.
- E. During all phases of the election process, the single copy of the voter eligibility list will be present for inspection.
- F. All observers and candidates will keep election results confidential for 72 hours after the ballot procedure is completed and certified.

See **Election**, Next Page

Position descriptions for MNA elected offices

Running for and winning election to MNA offices is one of the most important ways for you to have an impact on your profession.

An orientation is given to each elected member prior to assuming positions. An MNA staff person is assigned to each group to assist members in their work. Travel reimbursement to the MNA headquarters for elected members is provided. As stated in the MNA bylaws, absence, except when excused in advance by the chairperson, from more than two meetings within each period of twelve months from the date of assuming an elected or appointed position of the Board of Directors or a structural unit of the MNA shall result in forfeiture of the right to continue to serve and shall create a vacancy to be filled.

Board of Directors

The specific responsibilities and functions of the Board of Directors are to:

- 1) The President shall preside as chairperson of the business meetings of the MNA, the Board of Directors, and the Executive Committee; and be an ex officio member of structural units of the MNA except the Nominations Committee.
- 2) The Secretary shall be accountable for record keeping and reporting of all meetings of the MNA.
- 3) Conduct the business of the Association between annual meetings;
- 4) Establish major administrative policies governing the affairs of the MNA and devise and promote the measures for its progress;
- 5) Employ and evaluate the executive director;
- 6) The Board of Directors shall have full authority and responsibility for the Labor Program;
- 7) Adopt and monitor the association's operating budget, financial development plan, and monthly financial statements;

- 8) Assess the needs of the membership;
- 9) Develop financial strategies for achieving goals;
- 10) Monitor and evaluate the achievement of goals and objectives of the total Association;
- 11) Meet its legal responsibilities;
- 12) Protect the assets of the association;
- 13) Form appropriate linkages with other organizations; and
- 14) Interpret the association to nurses and to the public.

Meets 10 times per year, usually a full day meeting held on the third Thursday of the month. Board members are expected to attend the annual business meeting held during the MNA Convention in the fall.

Center for Nursing Ethics

The Center for Ethics and Human Rights focuses on developing the moral competence of MNA membership through assessment, education and evaluation. It monitors ethical issues in practice; reviews policy proposals and makes recommendations to the Board of Directors; serves as a resource in ethics to MNA members, Regional Councils and the larger nursing community; works with MNA groups to prepare position papers, policies and documents as needed; and establishes a communication structure for nurses within Massachusetts and with other state and national organizations. Meets eight to 10 times per year at MNA for two to three hours.

Congress on Health and Safety

The Congress on Health and Safety identifies issues and develops strategies to effectively deal with the health and safety issues of the nurses and health care professionals. Meets eight to 10 times per year at MNA for two to three hours.

Congress on Health Policy and Legislation

The Congress on Health Policy and Legislation develops policies for the implementation of a program of governmental affairs appropriate

to the MNA's involvement in legislative and regulatory matters influencing nursing practice, health and safety, and health care in the commonwealth. Meets eight to 10 times per year at MNA or MNA's District 2 office in West Boylston for two to three hours.

Congress on Nursing Practice

The Congress on Nursing Practice identifies practice issues impacting the nursing community, which need to be addressed through education, policy, legislation or position statements. Meets eight to 10 times per year at MNA for two to three hours.

Bylaws Committee

The Bylaws Committee receives or initiates proposed amendments to the bylaws of the MNA from the Board of Directors, Regional Councils and structural units of the MNA. Reports its recommendations to the Board of Directors and the voting body at the annual business meeting and any special business meeting at which the membership will vote on any proposed bylaw amendment(s); reviews all MNA policies for congruency with existing bylaws; interprets these bylaws. Meets eight to 10 times per year at MNA for two to three hours.

Nominations and Elections Committee

The Nominations and Elections Committee establishes and publicizes the deadline for submission of nominations and consent-to-serve form; actively solicits and receives nomination from all Regional Councils, Congresses, Standing Committees and individual members; prepares a slate that shall be geographically representative of the state with one or more candidates for each office; implements policies and procedures for elections established by the Board of Directors; announce results of the elections at the MNA annual business meeting and publicizes the results in the *Massachusetts Nurse* following the convention. Meets two to three times during the year for one to two hours at MNA headquarters. ■

... Election policies

7. Candidate notification

- A. Results of the MNA Election will be made available to candidates (or their designee) within 72 hours after completion of the ballot counting. Only the names of those elected will be posted on the MNA website when all candidates have been notified after the ballot procedure is completed and certified. Hard copies of the election results shall be sent to each candidate.
- B. Results of the MNA election will be kept confidential until all candidates are notified. Notification of all candidates will occur within 72 hours of certification of the election.
- C. Results will include the following:
 - Number of total ballots cast for the office in question
 - Number of ballots cast for the candidate.

- The election status of the candidate (elected/not elected)
- D. Any MNA member may access these numbers by written request.
 - E. Election results will be posted at the annual meeting.

8. Storage of election materials

- A. Pre Election: All nomination forms and all correspondence related to nominations shall be stored in a locked cabinet at MNA headquarters. The Nominations & Elections Committee and staff to the committee shall have sole access to the cabinet and its contents.
- B. Post Election: All election materials including ballots (used, unused and challenged), envelopes used to return marked ballots, and voter eligibility lists shall be stored in a locked cabinet at MNA headquarters for one year. The Nominations & Elections Committee Chairperson and staff to the committee

shall have sole access to the cabinet and its contents.

9. Post-election press release

The Department of Public Communications shall check the information on file/CV data for accuracy/currency with the elected candidate prior to issuing a press release.

*Member List—a computer listing of the total MNA membership eligible to vote, including name, address, billing information, etc.

*Membership Labels—computer-generated labels of the total MNA membership eligible to vote, provided in keeping with MNA Label Sales Policies.

*Rosters—computer-generated list of the Board of Directors of MNA and all MNA structural units. List includes names and addresses.

Approved by Board of Directors: 5/16/02, 8/21/03, 3/17/05 ■



Track 1: MNA Overview and Structure

	Region	1	2	3	4	5
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Week 1: Overview of the MNA Divisions By-laws How policies, decisions are made One member, one vote	11/18	C O M P L E T E	11/19	C O M P L E T E	C O M P L E T E	
Week 2: Legislative and Governmental Affairs Division: Political Activity	12/2	L E T E R A R Y	1/7/09	L E T E R A R Y	L E T E R A R Y	
Week 3: Nursing Division/Health and Safety	12/16	T E C H N I C A L	12/10	T E C H N I C A L	T E C H N I C A L	
Week 4: Public Communications	1/6/09	E D U C A T I O N A L	1/21/09	E D U C A T I O N A L	E D U C A T I O N A L	
Week 5: Organizing Division	1/20/09	D I D A C T I O N A R Y	2/4/09	D I D A C T I O N A R Y	D I D A C T I O N A R Y	

Track 2: Role of the Floor Rep., Grievances and Arbitration

	Region	1	2	3	4	5
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Week 1: Role of the MNA rep Identifying grievances What is grievable Grievances vs. complaints—how to tell the difference, how to work with the member	2/3/09	4/22/09	3/18/09	12/11		C O M P L E T E
Week 2: Components of the grievance procedure Time lines and steps When/how to settle grievances Discipline vs. contract interpretation grievances Burden of proof, just cause, due process, seven tests of just cause Past practice • Definition • Difficulty in proving a practice • Burden in proving a practice	2/24/09	5/6/09	4/1/09	12/18		C O M P L E T E
Week 3: How to file grievances How to write a grievance Investigation/identifying sources of information Right to information Information requests Constructing the case	3/10/09	5/19/09	4/15/09	1/8/09		T E C H N I C A L
Week 4: Presenting the grievance Dealing with management Settling the grievance	3/24/09	6/3/09	4/29/09	1/22/09		E D U C A T I O N A L
Week 5: Arbitration Why it's good for the members Why it's bad for the members Unfair labor practices Weingarten rights Organizing around grievances	4/7/09	6/16/09	5/13/09	2/5/09		D I D A C T I O N A R Y

Track 3: Collective Bargaining

	Region	1	2
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Week 1: Negotiations and the Legal Basis Process overview Bargaining ground rules	4/14/09	12/3	
Week 2: Preparing for Bargaining Importance of internal organizing Contract action team Contract calendar, planning events Surveys, meetings, other methods of gathering proposals from members Setting priorities Developing a campaign	4/28/09	1/14/09	
Week 3: Committee Decision Making Conduct at the table Dates, location, etc Open bargaining. Pros & cons. Opening statements Proposal exchange	5/12/09	1/28/09	
Week 4: Table Tactics/Reading Signals Implementing the contract campaign The contract action team Writing contract language	5/26/09	2/11/09	
Week 5: Costing the Contract Bargaining video Picketing and strikes Bargaining unit job actions Impasse/contract extensions	6/16/09	2/25/09	
Week 6: Use of the Media Reaching agreement, writing final language Committee recommendation Ratification process Midterm bargaining	6/30/09	3/10/09	

Track 4: Computer Training

	Region	1	2
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Week 1: Excel 1	2/2/09		
Week 2: Excel 2	2/17/09		
Week 3: Excel 3 graphs & application	3/12/09		
Week 4: Word 1	3/26/09		
Week 5: Word 2	4/9/09		
Week 6: Publisher 1	4/27/09		

After a very successful first year, the MNA Labor School has been expanded and restructured. It now consists of six separate tracks of classes in each Region running five to seven weeks each, depending on the track. Two new tracks have been added. One focuses on the MNA structure and divisions, and the second track on computer training (Excel, Word and Publisher). Classes are standardized, so if one particular class is missed in one region, it can be picked up in any other region.

At the conclusion of each track, participants receive a certifi-

cate of completion. Any MNA member who completes **any two** tracks will receive an MNA Labor School blue jacket. There are no prerequisites to attend any track—members are free to attend any track they choose and need not follow them in order. Each track is self-contained, focusing on a specific area of interest.

Preregistration through the respective Regional office is necessary. Classes generally run from 5–7:30 p.m., with a light meal included. All courses are free and open to any MNA member.

3	4	5
	3/4/09	4/20/09
	3/18/09	5/4/09
	4/13/09	5/18/09
	4/23/09	6/8/09
	5/6/09	6/15/09
	5/21/09	6/29/09

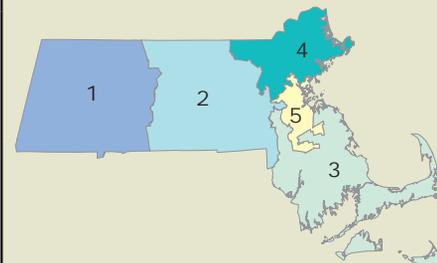
3	4	5
	2/12/09	2/9/09
	2/26/09	2/23/09
	3/19/09	3/2/09
	4/6/09	3/16/09
	4/16/09	3/30/09
	4/30/09	4/13/09

Track 5: Building the Unit, Building the Union						
	Region	1	2	3	4	5
Week 1: Member Participation/Basic Foundation Purpose of a union Bargaining unit structure & officers By-laws, why they're important Organizing model, internal organizing		7/14/09			6/18/09	
Week 2: Organizing the Workplace Mapping the workplace Using contract action teams outside of bargaining Organizing around grievances		7/28/09			7/7/09	
Week 3: Attacking Member Apathy Effective union meetings Internal communication structure Member feedback		8/11/09			7/23/09	
Week 4: Strategic Planning Developing Plan Assessment Intervention		8/25/09			8/13/09	
Week 5: Workplace Action Identifying Action Plan, preparation and calendar Pressure tactics/Work to rule Strikes		9/1/09			8/27/09	

Track 6: Labor Law and Special Topics						
	Region	1	2	3	4	5
Week 1: Family and Medical Leave Act Massachusetts Small Necessities Leave Act						
Week 2: Fair Labor Standards Act Overtime rules Labor-Management Reporting and Disclosure Act Union officer elections						
Week 3: Workers Compensation Occupational Safety and Health Act (OSHA)						
Week 4: Americans with Disability Act Age Discrimination Act Worker Adjustment & Retraining Notification Act Employment Discrimination HIPAA Uniformed Services Employment and Reemployment Rights Act of 1994						
Week 5: NLRB & the Kentucky River/Oakwood cases Nurse supervisor issues						

Dates to be scheduled for all Regions.

**For further details:
massnurses.org
781-830-5757**



Labor School Locations

Region 1, Western Mass.

241 King Street
Northampton
413.584.4607

Region 2, Central Mass.

365 Shrewsbury St.
Worcester
508.756.5800

**Region 3, South Shore/
Cape & Islands**

60 Route 6A
Sandwich
508.888.5774

Region 4, North Shore

10 First Avenue, Suite 20
Peabody
978.977.9200

Region 5, Greater Boston

MNA Headquarters
340 Turnpike Street, Canton
781.821.8255

Full member (75 percent) reduced dues

Subject to verification, members who qualify for one of the following categories may elect to pay 75 percent of the annual dues:

1. Health professional labor program member—any health care professional, other than a registered nurse, who is represented for purposes of collective bargaining by MNA;
2. Limited hours labor program member—any labor program member who is represented for purposes of collective bargaining by MNA and who has 988 or fewer hours paid in the preceding calendar year.

It is the responsibility of any registered nurse and/or other health care professional to verify to the satisfaction of MNA on an annual basis his/her eligibility for 75 percent dues category within any of the foregoing categories by April 1 of each year. Upon receipt of such verification of eligibility in the prior calendar year, the member shall receive the reduced dues rate effective the following July 1 through June 30. ■



Application for Minimum Hours Reduced Dues Category

Please print clearly and submit to the Membership Division of MNA by April 1.

Name _____

Address _____

City _____ State _____ Zip _____

Email _____

Telephone: Daytime _____ Evening _____

This is to certify that I _____, RN

was paid for a total of _____ hours in the year January 1, _____ through December 31, _____ *

at the following MNA facility(s) of employment for the year of application:

1. _____

2. _____

3. _____

List each MNA facility separately

I certify under penalty of perjury that the information herein is true and complete to the best of my knowledge.

Signed _____

Date _____

** MNA reserves the right to verify this information to determine eligibility*

MASSACHUSETTS NURSES ASSOCIATION • 340 TURNPIKE STREET • CANTON, MA 02021

Addictions 2009:

A Comprehensive Approach for Nurses

May 27, 2009 • 8:00 a.m. to 4:00 p.m. • MNA Headquarters, 340 Turnpike Street • Canton, MA 02021



Program Description: This program will provide nurses with a comprehensive overview of Addictive Disorders. Presentations encompass current research on the etiology, pharmacological treatments and lifestyle changes required to effect positive long-term outcomes. Evidence-based interventions will be described. Presenters are advanced practice nurses, family members and leaders in the field of Addictions treatment. This unique educational offering promises to provide tangible contributions to support clinical nursing practice.

Presenters:

- Donna White, PhD, RN, CS, CADAC
- Deidre Houteyers, RN, MS, CAS, LADC-1
- Colleen LaBelle, RN, MSN, CARN
- Michael Botticelli, Director, MA Bureau of Substance Abuse Services

Time:

- 8:00 - 8:30 a.m. Registration
- 8:30 - 4:00 p.m. Program

Fees: MNA Members: Free* All Others \$195

*Requires \$50 deposit which will be returned upon attendance.

Registration: Registration will be processed on a space available basis. There is a placeholder fee of \$50 for MNA members, which will be returned upon attendance. There is a fee of \$195 for all non-MNA members which is non-refundable. If you do not attend the program, the fee will NOT be refunded. Requests for refunds will not be honored within the 14-day period of the program date.

To register for this program, mail the attached registration form, including a check, to Massachusetts Nurses Association, attn. Phyllis Kleingardner. For more information or to register, contact Phyllis Kleingardner in the MNA Nursing Division at 781-830-5794 or 1-800-882-2056 x794.

Lunch: a light lunch will be provided to all attendees.

Contact Hours: Continuing nursing education contact hours will be awarded by the Massachusetts Nurses Association.

To successfully complete a program and receive contact hours, you must: 1) sign in, 2) be present for the entire time period of the session and 3) complete and submit the evaluation.

The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Program Cancellation: MNA reserves the right to change speakers or cancel programs for extenuating circumstances. In case of inclement weather, please call MNA at 781-821-4625 to determine whether a program will run as originally scheduled. Registration and fees will be reimbursed for all cancelled programs.

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Men and women are requested to avoid wearing scented personal products when attending this program.

Location: MNA Headquarters

340 Turnpike Street • Canton, MA 02021

Addictions 2009 A Comprehensive Approach for Nurses • May 27, 2009

Name _____ Email _____

___ RN ___ LPN ___ APN ___ Other (specify) _____

Address _____

City _____ State _____ Zip _____

Telephone: Daytime _____ Evening _____

Place of Employment _____

Fees: MNA Members: FREE - Requires \$50 deposit which will be returned upon attendance. All Others: \$195

Please make checks payable to MNA, 340 Turnpike Street, Canton, MA 02021. To register with credit card, please call Phyllis Kleingardner in the MNA Nursing Division at 781-830-5794 or 1-800-882-2056, x794. Registration is on a space available basis. Registration will close once seating capacity is reached.

OFFICE USE ONLY	
AMT.:	_____
V/MC /AMEX	_____
CK#	_____ CK DATE _____
INT.	_____ DATE _____

MNA CONTINUING EDUCATION COURSES

Diabetes 2009: What Nurses Need to Know

Description: This program will discuss the pathophysiology and classification of Diabetes-Types 1 and 2. Nursing implications of blood glucose monitoring and non-pharmacological interventions such as exercise and meal planning will be addressed. Oral pharmacological agents and a comprehensive update on insulin therapy will be presented. The nursing management of the newly diagnosed diabetic patient, both complicated and not, will be explored. Nursing management of the diabetic patient in the pre/post operative, ambulatory care, home care and school setting will be discussed.

Speaker: Ann Miller, MS, RN, CS, CDE

Date: April 2

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (*light supper provided*)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

***Requires \$50 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

Critical and Emerging Infectious Diseases

Description: This program will provide nurses with information regarding critical infectious diseases, e.g., MRSA, C. Difficile and emerging infectious diseases, e.g., influenza, Ebola, BSE. The morning session will address the epidemiology, signs/symptoms, treatment and prevention of specific diseases. The afternoon session will address protecting nurses and others from disease exposure through the use of environmental and work-practice controls, as well as personal protective equipment.

Speakers: Alfred DeMaria, MD; Thomas P. Fuller, ScD, CIH, MSPH, MBA; Kate McPhaul, PhD, MPH, BSN, RN; Maureen Spencer, RN, Med, CIC

Date: April 17

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (*light lunch will be provided*)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

***Requires \$50 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

Compassion Fatigue

Description: This program will enable the nurse to identify the common stressors of the health care provider and strategies to combat compassion fatigue.

Speaker: Donna M. White, RN, PhD, CS, CADAC

Date: May 7

Time: 5 – 9 p.m. (*light supper provided*)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727 or 800-882-2056, x727

De-escalation Techniques—Protecting Nurses and Patients

Description: This program will address behavior that threatens the welfare of patients, staff and others. Participants will learn how to recognize and manage aggressive and out-of-control behavior and its escalation, as well as influencing its presentation.

Speaker: Ronald Nardi, MSN, APRN

Date: May 28

Time: Registration: 5–5:30 p.m.

Program: 5:30–8:30 p.m. (*light supper provided*)

Place: MNA Headquarters, Canton

Fee: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727 or 800-882-2056, x727

Interpreting Laboratory Values

Description: This program will enhance the nurse's ability to evaluate and determine the clinical significance of laboratory values. Clinical case studies will be used to illustrate the relationship of laboratory values to patient conditions. Clinical management of abnormal laboratory values will be discussed.

Speaker: Mary Sue Howlett, BSN, RN, CEN

Date: June 17

Time: 5–9 p.m. (*light supper provided*)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

Wound Care

Description: A comprehensive overview of the factors affecting wound care and strategies for managing complex wounds. A thorough review of wound products will enable the attendee to select the optimal dressing based on clinical findings and new dimensions of wound care.

Speaker: Carol Mallia, RN, MSN

Date: June 23

Time: 5 – 9 p.m. (*light supper provided*)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

Continuing Education Course Information

Registration: Registration will be processed on a space available basis. Enrollment is limited for all courses.

Payment: Payment may be made with MasterCard, Visa or Amex by calling the MNA contact person for the program or by mailing a check to MNA, 340 Turnpike St., Canton, MA 02021.

Refunds: Refunds are issued up to two weeks before the program date. No refunds are made less than 14 days before the program's first session or for subsequent sessions of a multi-day program.

Program Cancellation: MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA at 781-821-4625 or 800-882-2056 to determine whether a program will run as scheduled. Registration fees will be reimbursed for all cancelled programs.

Contact Hours: Contact hours will be awarded by the Massachusetts Nurses Association for all programs. To successfully complete a program and receive contact hours or a certificate of attendance, you must: (1) sign in; (2) be present for the entire time period of the program; and (3) complete and submit the program evaluation. The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Participants are requested to avoid wearing scented personal products and refrain from smoking when attending MNA continuing education programs.

Note: CE programs provided solely by the MNA are free of charge to all MNA members. Pre-registration is required for all programs.

MNASM

Peer

Assistance

Program

*Help for Nurses
with Substance
Abuse Problems*



- Are you a nurse who is self-prescribing medications for pain, stress or anxiety?
- Are you a nurse who is using alcohol or other drugs to cope with everyday stress?
- Would you appreciate the aid of a nurse who understands recovery and wants to help?

Please call us at
781-821-4625, ext. 755
or 800-882-2056 (in Mass. only)
peerassistance.com

All information is confidential

*The MNA Peer Assistance Program is a confidential program
provided by the MNA to assist chemically dependent nurses.*

Support Groups for Nurses and Other Health Professionals with Substance Abuse Problems

Below is a list of self-help groups facilitated by volunteer nurses who understand addiction and the recovery process. Many nurses with substance abuse problems find it therapeutic to share their experiences with peers who understand the challenges of addiction in the health care profession.

Boston Metropolitan Area

- Bournwood Hospital, Health Care Professionals Support Group, 300 South St., Brookline. Donna White, 617-469-0300, x305. Wednesdays, 7:30–8:30 p.m.
- McLean Hospital, DeMarmeffe Building, Room 116. LeRoy Kelly, 508-881-7889. Thursdays, 5:30–6:30 p.m.
- Caritas Good Samaritan Medical Center, Community Conference Room, 235 N. Pearl St., Brockton. Steve Nikolsky, 508-238-8024. Thursdays, 6:30–7:30 p.m.
- Health Care Professional Support Group, Caritas Norwood Hospital, Norwood. Jacqueline Sitte, 781-341-2100. Thursdays, 7–8:30 p.m.

Central Massachusetts

- Professional Nurses Group, UMass Medical Center, 107 Lincoln Street, Worcester. Contacts: Laurie, 508-853-0517; Carole, 978-568-1995. Mondays, 6–7 p.m.

- Health Care Support Group, UMass School of Medicine, Outside Room 123, Worcester. Emory, 508-429-9433. Saturdays, 1–2 p.m.
- Adcare Hospital of Worcester, 107 Lincoln Street, Worcester. Contacts: Lorraine, 508-410-0225. Mondays, 6–7 p.m.

Northern Massachusetts

- Baldpate Hospital, Bungalow 1, Baldpate Road, Georgetown. Dana Fogerty, M.A., 978-352-2131, x57. Tuesdays, 5–6 p.m.
- Nurses Recovery Group, Beverly Hospital, 1st Floor. Jacqueline Lyons, 978-697-2733. Mondays, 6–7 p.m.
- Partnership Recovery Services, 121 Myrtle Street, Melrose. Jay O'Neil, 781-979-0262. Sundays 6:30–7:30 p.m.

Southern Massachusetts

- Peer Group Therapy, 1354 Hancock St., Suite 209, Quincy. Chris Sullivan, 617-838-6111. Tues. 5:15 p.m., Wed., 5:15 p.m. & coed at 6:30 p.m.
- PRN Group, Pembroke Hospital, 199 Oak St., Staff Conference Room, Pembroke. Sharon Day, 508-667-2486. Tuesdays, 6:30–8 p.m.
- Substance Abuse Support Group, AdCare Michelle, 508-965-2479. Mondays, 7–8:30 p.m.

Western Massachusetts

- Professionals in Recovery, Baystate VNAH/EAP Building, Room 135, 50 Maple St., Springfield. Marge Babkiewicz, 413-794-4354. Meets Thursdays, 7:15–8:15 p.m.
- Professional Support Group, Franklin Hospital Lecture Room A, Greenfield. Contacts: Wayne Gavryck, 413-774-2351, Elliott Smolensky, 413-774-2871. Wednesdays, 7–8 p.m.

Other Areas

- Maguire Road Group, for those employed at private health care systems. John William, 508-834-7036 Mondays.
- Nurses for Nurses Group, Hartford, Conn. Contacts: Joan, 203-623-3261, Debbie, 203-871-906, Rick, 203-237-1199. Thursdays, 7–8:30 p.m.
- Nurses Peer Support Group, Ray Conference Center, 345 Blackstone Blvd., Providence, R.I. Sharon Goldstein, 800-445-1195. Wednesdays, 6:30–7:30 p.m.
- Nurses Recovery Group, VA Hospital, 6th Floor Lounge, North 650, Manchester, N.H. Contacts: Janet K., 978-975-5711 Sandy, 603-391-1776. Tuesdays, 7:00–8:00 p.m.



ARE YOU A NURSE STRUGGLING AFTER A BAD PATIENT OUTCOME? WE UNDERSTAND — WE CAN HELP.

MITSS support team members are aware of the difficult emotional, social and professional issues a nurse has to deal with following an adverse event.

Nurses may experience:

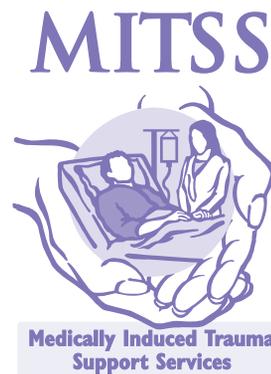
- Feelings of loss
- Shame and guilt
- Depression
- Anxiety
- Feelings of isolation and being alone
- Doubts about professional competence
- Difficulties at work and at home

MITSS provides **confidential**:

- Telephone "hotline" support
- Short-term individual counseling
- Support groups for nurses led by a licensed clinical psychologist
- Referral services for emotional support

**You chose a caring field.
Maybe it's time to take care of yourself.**

MITSS services are available to any nurse and are not restricted to MNA members. Call us toll free at 888-36MITSS or visit www.mitss.org.



The MNASM Traveler EUROPE 2009

in collaboration with 



Ireland Circle Tour - Oct. 15 - 23, 2009 • \$1999

This 9 day/ 7 Night grand tour will showcase many of the great destinations of Ireland. The tour will feature: Shannon, Tralee, Killarney, Blarney, Tramore, Wicklow Mountains, Ring of Kerry, Glendalough, Dublin, Galway, and the Cliffs of Moher. Air, transfers, hotel, breakfast daily, most meals as well as full sightseeing tours daily are included in this tour package.



Costa Del Sol, Spain - Oct. 28 - Nov. 5, 2009 • \$2149

This Spain tour will feature the first 5-nights in the beach resort of Torremolinos on Spain's Costa Del Sol with the last 2 evenings in Madrid. We will enjoy a sightseeing tour including Ronda, Toledo, Grenada to see the Alhambra, Seville, and Gibraltar. This tour includes 3 meals daily except our last full day.

Prices include air, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast, reserve early.

* Prices listed are per person, double occupancy based on check purchase. Applicable departure taxes, fuel tax and travel insurance are **NOT** included in the listed prices. **For more information on these great vacations and to be placed in a database to receive yearly flyers, contact Carol Mallia at cmallia@mnarn.org with your mailing address.**



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Limited-time offer; may be subject to credit approval. Upfront and monthly fees and up to \$200/line early cancellation fee may apply. Taxes and Regulatory Programs Fee (not a tax or government-mandated charge) of 86¢ per line/month applies. Taxes approx. 6–28% of your monthly bill. See Pricing, Services and Devices brochures, and T-Mobile's Terms and Conditions (including arbitration provisions) at www.T-Mobile.com, for rate plan information, charges for features and services, and restrictions and details. Service not available everywhere; for details see Coverage Maps at www.T-Mobile.com or visit a T-Mobile store. T-Mobile is a federally registered trademark of Deutsche Telekom AG. stick together is a federally registered trademark of T-Mobile USA, Inc. © 2009 T-Mobile USA, Inc.

To help our neighbors who are hungry

REGION ONE, MNA FOOD DRIVE

Are you attending a Region One event between now and April 15th? Consider bringing a non-perishable food item to donate to the local pantry. You may drop food off at any of the following programs:

- Any Region One Labor School Class
- Region One Computer Training
- Diabetes 2009 (3/5/09 at Cranwell in Lenox)
- Region One Legislative Breakfast (4/4/09)
- What to do when MABORN Comes Knocking (4/8/09 at Sheraton, Springfield)

Some Bargaining Units are also accepting donations at their Committee Meetings.

Please talk to your chair before bringing items.

Questions? Contact Heather LaPenn at the Region One office: 413-584-4607

Thank you!



MNA Member Discounts **Save You Money**

Personal & Financial Services

PROFESSIONAL LIABILITY INSURANCE

NURSES SERVICE ORGANIZATION800-247-1500
Leading provider of professional liability insurance for nursing professionals. www.nso.com.

CREDIT CARD PROGRAM

BANK OF AMERICA800-847-7378
Exceptional credit card at a competitive rate.

TERM LIFE INSURANCE

LEAD BROKERAGE GROUP800-842-0804
Term life insurance offered at special cost discounts.

LONG TERM CARE INSURANCE

WILLIAM CLIFFORD800-878-9921, x110
Flexible and comprehensive long-term care insurance at discount rates.

SHORT TERM DISABILITY INSURANCE

ISI NEW ENGLAND INSURANCE SPECIALIST LLC888-474-1959
Six-month disability protection program for non-occupational illnesses & accidents.

LONG TERM DISABILITY INSURANCE

LEAD BROKERAGE GROUP800-842-0804
Provides income when you are unable to work due to an illness or injury.

RETIREMENT PROGRAM

AMERICAN GENERAL FINANCIAL GROUP/VALIC800-448-2542
Specializing in providing retirement programs including 403(b), 401(k), IRA, NQDA, Mutual Funds, etc.

DISCOUNT TAX PREPARATION SERVICE

TAXMAN INC.800-7TAXMAN
20% discount on tax preparation services.

HOME MORTGAGE DISCOUNTS

RELIANT MORTGAGE COMPANY877-662-6623
Save on your next home loan/mortgage with discounts available to MNA members and their-families. Receive free mortgage pre-approvals.

LIFE & ESTATE PLANNING

LAW OFFICE OF DAGMAR M. POLLEX781-535-6490
10-20% discount on personalized life & estate planning.

BLUE CROSS BLUE SHIELD

For details on health insurance plans, call 800-422-3545, ext. 65414

Products & Services

AUTO/HOMEOWNERS INSURANCE

COLONIAL INSURANCE SERVICES, INC.800-571-7773
MNA discount available for all household members. No service changes with convenient EFT payment. www.colonialinsuranceservices.com.

CELLULAR TELEPHONE SERVICE

AT&T WIRELESS800-882-2056, EXT. 726
MNA members can now go to any AT&T Wireless company store for all transactions. 8% discounts on rate plans, 20% on accessories.
T-MOBILE866-464-8662
Get a free phone, free nationwide long distance and roaming and free nights and weekends (on specific plans). No activation fee for members.

DISCOUNT DENTAL & EYEWEAR PROGRAM

CREATIVE SOLUTIONS GROUP800-308-0374
Best benefits—a health care savings plan that cuts the cost of health care expenses. Discounts on dental, eyecare and chiropractic expenses.

JIFFY LUBE DISCOUNT

Obtain an MNA discount card to receive 15% discount on automobile products & services.

CONSUMER REFERRAL SERVICE

MASS BUYING POWER866-271-2196
Before you make your next purchase visit www.massbuy.com for any new products and services. (Sign-in name: MBP, password, MBP)

DISCOUNT PRODUCTS BY MEMBER ADVANTAGE

MEMBER ADVANTAGE 781-828-4555 OR 800-232-0872
Discount prices on a broad range of products. Register at mnadiscountproducts.com (Company code: MNA2006).

OIL BUYING NETWORK DISCOUNT

OIL BUYING NETWORK800-660-4328
Lower home oil heating costs by 10–25 cents/gallon or \$150 per year.

WRENTHAM VILLAGE PREMIUM OUTLETS

Present your MNA membership card at the information desk to receive a VIP coupon book offering hundreds of dollars in savings.

CAMBRIDGE EYE DOCTORS

Obtain your Sight Care ID card to receive discounts on eye exams, eyeglasses & contact lenses at Cambridge Eye Doctors or Vision World.

HEALTH CARE APPAREL

WORK 'N GEAR DISCOUNT800-WORKNGEAR
Receive 15% discount off all regularly priced merchandise. Visit www.massnurses.org for a printable coupon to present at time of purchase.

BROOKS BROTHERS DISCOUNT

15% discount at Brooks Brothers, Adrienne Vittadini and Carolee. <http://membership.brooksbrothers.com>. (ID=87400, PIN=97838)

Travel & Leisure

CAR RENTAL

AVIS CAR RENTAL 1-800-331-1212
Discounts can be used for both personal and business travel. (For MNA discount AWD, call 781-830-5726.)

HERTZ CAR RENTAL800-654-2200
MNA members discounts range from 5 – 20%. (For MNA discount CDP, call 781-830-5726.)

EXCLUSIVE TRAVEL DEALS

MNA VACATION CENTER WWW.MNAVACATIONS.COM
Powered by TNT 888-466-2849 and Goahead tours 800-282-0276. Get exclusive access to travel specials at prices not available to the public.

DISCOUNT MOVIE PASSES

Showcase Cinemas/National Amusements, \$7.75. AMC Theatres, \$6. Regal Cinemas (not valid first 12 days of new release), \$6.

DISNEY DISCOUNT

Discounted tickets to Walt Disney World and Disneyland along with other Florida attractions. Call 800-331-6483 .

ANHEUSER-BUSCH ADVENTURE PARKS DISCOUNT

Obtain Adventure Card to receive discounts to Busch Gardens, Sea World, Sesame Place, Water Country USA & Adventure Island in Tampa, Fla.

UNIVERSAL STUDIOS FAN CLUB888-777-2131
Log onto the MNA Web site at www.massnurses.org and click on the Universal Studios Link to obtain special discount prices.

WORKING ADVANTAGE

Discounts for movies, theme parks, ski tickets, Broadway shows. www.workingadvantage.com (Member ID available from MNA, 781-830-5726).

SIX FLAGS NEW ENGLAND

One day pass only \$25. Contact MNA's Division of Membership at 800-882-2056, x726.