

the Massachusetts

# nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

■ VOL. 83 NO. 3



ADVOCATE



**Successful lobbying effort keeps Taunton State Hospital open**

Pacheco, Haddad lead legislative effort to secure funding



Sen. Pacheco



Rep. Haddad

July/August 2012



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## Nurses' Guide to Single Payer Health Care

# MNA/NNU vow to fight for real reform after Supreme Court upholds Affordable Care Act

The Supreme Court has ruled that the national Affordable Care Act, including the individual mandate, is constitutional. The ruling came down on a 5-to-4 vote, and the surprise swing voter was Chief Justice John Roberts, appointed by George W. Bush.

While Roberts, and therefore a majority of the court, did not believe that the mandate was constitutional under the federal government's powers to regulate commerce between states, a narrow majority did believe that it was constitutional under the government's powers of taxation. The mandate having been upheld, the rest of the law was also found to be constitutional, except for a minor ruling regarding the federal government's powers to withhold Medicaid funding from states not agreeing to the law's new Medicaid eligibility criteria.

The court decision is not the end of the MNA/NNU's push for a permanent solution to our nation's health care crisis.

Following the decision, the NNU pledged to step up the campaign for a reform that is not based on extending the grip of a failed private insurance system, but "on a universal program based on patient need, not on profits or ability to pay. That's Medicare for all," said NNU Co-President and MNA member Karen Higgins, RN, who was outside the court speaking with the media when the decision was handed down. "It is not time to stop, but a reminder to begin that effort anew."

"Nurses experience the crisis our patients continue to endure every day. That's the reason we will continue to work for reform that is universal, that doesn't bankrupt families or leave patients in the often cruel hands of merciless

insurance companies," said Higgins, who works as a critical care nurse at Boston Medical Center.

27 million people will remain with no health coverage, facing huge price hikes and high charges by insurance companies, drug companies, and hospitals, employers will continue to drop coverage or shift more costs to workers, and insurance companies will continue to deny needed medical care.

Fixing health care is also critical for helping people suffering in the economic crisis and reducing the fiscal crisis for state and local governments.

We need a more humane health care system—one that is not based on profit and ability to pay, but on patient need and a single standard of care.

Nurses know the solution: Improve and open up Medicare to everyone.

Medicare is the most cost effective and universal approach. It meets the legal test, and is widely popular even among those who hated the Obama law.

The Supreme Court decision will not stop employers from dropping coverage or shifting more costs to workers. It won't stop the insurance companies, drug companies and hospitals from over charging patients. It won't stop insurance companies from denying care they don't want to pay for.

"Since most of the components of the law do not go into effect until 2014, we have time to get it right by moving toward comprehensive national reform that is genuinely universal and not based on private profit or ability to pay—by expanding Medicare to cover everyone," Higgins concluded. ■

# the Massachusetts nurse

ISSN 0163-0784: USPS 326-050

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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.

Published bimonthly by the Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.

Subscription price: \$25 per year. Foreign: \$30 per year

Single copy: \$3.00

Periodical postage paid at Canton, MA and additional mailing offices.

**Deadline:** Copy submitted for publication consideration must be received at MNA headquarters by the first day of the month prior to the month of publication. All submissions are subject to editing and none will be returned.

**Postmaster:** Send address corrections to Massachusetts Nurse, Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.

Contact MNAinfo@marn.org with comments or questions.

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## NNU delegate election results 2012

MNA delegates to the NNU Convention were elected through a secret ballot in June to three-year terms.

### Region 1

#### Delegates

Patricia Healy  
Ann Lewin  
Donna Stern

#### Alternate

None

### Region 2

#### Delegates

Michael D'Intinosanto  
Katie Murphy  
Marie Ritacco  
Lynne Starbard  
Ellen Smith

#### Alternate

Gary Kellenberger

### Region 3

#### Delegates

Ellen Farley  
Cynthia Dyer  
Michael Savoy  
P. Karen Duffy

#### Alternate

Donna Dudik

### Region 5

#### Delegates

Kathleen Reardon  
Dan Rec  
Joan Ballantyne  
Seamus Whelan  
Ann Marie McDonagh

#### Alternate

Karen Coughlin

### Region 4

#### Delegates

Kathleen "Kay" Marshall  
Donna Kelly-Williams  
Brian Zahn  
Patricia Rogers Sullivan

#### Alternate

None

## **President's Column**

# **Fighting—and winning—the good fight at Taunton State Hospital**

**MNA's expertise, resources and humanity key to success**

By Donna Kelly-Williams

*MNA President*

It was a long time coming ... too long most of us would say. But on the afternoon of July 12, when it was clear that the doors of Taunton State Hospital would remain open, we knew we had won a fight that was bigger than us: we had won a fight on behalf of all those who struggle with mental illness, as well those who care for them.

With Taunton's doors remaining open, it means:

- The region's mental health safety net will stay intact
- Area residents will continue to have access to essential mental health care services
- Top-notch RNs and health care workers will continue providing stellar care to patients
- And it also means that legislators recognized how essential Taunton State is to its local community, for it was their votes that ultimately led to our July 12 victory

The latter part of this equation didn't occur in a vacuum though. It happened because our members, friends, supporters and staffers saw a need and rose to the occasion. Eliminating an entire hospital worth of beds and services would have further decimated the state's already fragile mental health care system. Of that, none of us needed convincing. And so, a massive campaign to save Taunton State and mental health services in Massachusetts got underway.



Donna Kelly-Williams

It was a campaign that empowered members, patients and families. That could be seen at the campaign's first major public event, which occurred in March. It was a clamorous rally, held at the State House's Gardner Auditorium, where

hundreds of supporters cried out that the Legislature needed to "stop and study" what effect the Taunton closure would have on patients and communities.

Meanwhile, advocates fanned out across the state as part of an enormous petition drive. They collected thousands of signatures from citizens who supported keeping Taunton State open and who wanted the state to conduct a comprehensive study on the commonwealth's mental health services before senselessly plowing ahead.

At the same time, the MNA put together a tightly knit crew of patients, family members, advocates, labor supporters and members. These individuals walked the halls of the State House several times each week (for months on end!) taking advantage of every opportunity to have face-to-face discussions with members of both the House and Senate. Their goal was to get legislators to see and understand the real Taunton State—and to understand how devastating its closure would be to patients and the greater community.

The fight was not easy. But MNA was prepared for it. And we will do it again, if necessary, when decisions are made that hurt our members and the patients under their care. It was Taunton today; it could be your hospital next time.

tating its closure would be to patients and the greater community.

All of these efforts, paired with a flood of postcard mailings, email messages, phone calls and letters to those on Beacon Hill, set in motion a sea change. And after six long months of fighting the good fight, the MNA, on behalf of its members and patients, was able to celebrate one of its most impressive recent successes: saving Taunton State Hospital.

Did winning the fight come easily? No. But were we prepared for the fight and willing to take it on? Absolutely. And without doubt, we'll do it all again if necessary ... whether that means fighting the good fight at Taunton State Hospital or, next time, in your own backyard, on behalf of your hospital. ■

## **the Massachusetts *nurse***

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## **Like us on Facebook**

The MNA Facebook page is an excellent source for the latest news and information about the organization, nursing/health care and our ongoing activities and campaigns. This page is all about community. We invite you to get involved and welcome members' thoughts, comments, links, photos, questions and opinions.  
[Facebook.com/massnurses](http://Facebook.com/massnurses).



# MNA plays key role in saving Taunton State Hospital

**Legislature unanimously overrides Gov. Patrick's veto**

On July 12, the Massachusetts Senate cast a unanimous vote to override Gov. Deval Patrick's veto of funds necessary to keep Taunton State Hospital open, and voted to override his veto of an independent study on the mental health needs of commonwealth residents.

The senate action followed unanimous override votes by the House of Representatives, thus ensuring the survival of Taunton State Hospital, with 45 beds, while providing the state with an opportunity (through the independent study) to formulate a plan to address the serious and growing mental health crisis in Massachusetts.

"We are absolutely thrilled with this vote and what it could mean to the future of the mental health system in Massachusetts," said Karen Coughlin, RN, vice president of the MNA and a nurse at Taunton State Hospital for 28 years. "While there is much work to be done, the Legislature's actions represent an important first step in an effort to restore the integrity of our tattered mental health safety net."

Taunton State Hospital is one of only six state-operated mental health facilities in Massachusetts to care for people suffering from acute and chronic mental illness, including providing care to some of the state's most violent clients. If the closing went forward, clients and families would have been expected to travel 50 to 100 miles for care in Worcester or Tewksbury at facilities that are already overburdened. In addition, the closure plan was initiated at a time when the state has lost more than 200 mental health inpatient beds at private hospitals, going from 834 beds in 2010 to the current total of 626 beds, and also at a time when the state has slashed its mental health care spending more than any state in New England.

"Mental health services in our state are inadequate and those seeking treatment are often unable to access needed care," Coughlin explained. "Our emergency departments are overcrowded with psychiatric patients who cannot access needed inpatient and community services. Our inpatient psychiatric units and/or beds are being eliminated."

While the MNA and other advocacy groups had pushed for retaining all 169 beds at Taunton State Hospital, Coughlin stated, "we are confident the independent evaluation of the system approved by the legislature today will validate the need for restoring those beds, as well as an additional increase in beds and community services to meet the actual needs of the state's residents."

Following the vote, Coughlin praised the work of Sen. Marc Pacheco (D-Taunton) and House Speaker Pro Tem Patricia Haddad (D-Somerset), who worked tirelessly for months with their fellow legislators and public officials, advocates, caregivers, patients, families, labor organizations and the communities impacted by the closure plan to ensure not only the survival of Taunton State Hospital, but also to ensure a plan that will address the long term needs of the state's mentally ill.

"We are proud of the work of our elected officials on this issue," Coughlin concluded. "We thank them for standing up for those most in need of our protection and care." ■



**Success!** Sen. Marc Pacheco (D-Taunton), above, and Rep. Patricia Haddad, (D-Somerset), below center, were instrumental in leading the effort to keep Taunton State Hospital open. MNA President Donna Kelly-Williams, above left and below right, and MNA Vice President Karen Coughlin, above right and below left, were all smiles after the House and Senate voted to override the governor's veto.



# MNA nurses demonstrate show of force at Democratic convention

## *Resolution condemning Baystate's anti-union tactics passes*

Making the most of an opportunity, nurse advocates and leaders from the MNA attended the Massachusetts Democratic State Convention on June 6 in the hopes of bringing about change for patients and nurses who live in the western part of the state. At the convention, which was held in Springfield, the nurses worked tirelessly to pass a resolution condemning Baystate Health for its blatantly anti-union activities and called on hospital leadership to respect the unionized nurses, return to the table, and bargain in good faith.

The nurses and their supporters needed to get 50 delegate signatures for their resolution to be voted on. After only a few hours of signature gathering the nurses had more than 650 delegates signed on. Among those who signed the petition were several legislators and numerous local elected officials. When the resolution came to the floor of the convention it passed on a voice vote with almost no dissent.

Members of the Massachusetts Nurses Association/National Nurses United who work at the Baystate Visiting Nurse Association & Hospice (BVNAH) in Springfield and Baystate Franklin Medical Center (BFMC) in Greenfield were highlighting Baystate's ongoing attempts to eliminate the fundamental right to bargain over such basic issues as wages and health insurance. Both units have been in prolonged contract negotiations.

"We are very gratified by the overwhelming support of the thousands of delegates to the Democratic Party Convention. Now is the time to get back to the table and complete a fair settlement so we can continue to deliver excellent care to our patients in the Pioneer Valley," said Baystate Franklin Medical Center



bargaining unit co-chair Donna Stern, RN.

The successfully passed resolution cited in part Baystate's "documented history of anti-union behavior" and "has been found by the National Labor Relations Board to have violated federal labor law, and has consistently opposed workers' right to organize."

According to BVNAH negotiating committee member Chris Clark, RN, the convention was an important part of the nurse's campaign to educate the community. "We were able to speak with hundreds of delegates and the support was tremendous," said Clark. "Many of the delegates already knew Baystate's anti-union

history, and many more were educated about that history and the present situation. To get such an overwhelming vote from those thousands of delegates will only make us stronger and deepen our commitment to keep the campaign moving forward."

The registered nurses of these two Baystate Health bargaining units have been waging an aggressive campaign for four months. They have used billboards, radio ads and yard signs to inform the Western Massachusetts community about Baystate's strident anti-union activities. The convention provided the opportunity to expose Baystate to the entire commonwealth. ■

### **Sen. Chandler's Women's Event**

**MNA leaders** joined Sen. Harriette Chandler, an MNA advocate and champion for mental health services, in May at her Women's Event in Worcester. The guest of honor was Mary Anne Marsh, a Democratic public affairs consultant who also provides political analysis for Fox News, WCVB-TV and WBZ radio. Pictured, from left, MNA Vice President Karen Coughlin, RN, Regional Council 2 member Tami Hale, RN, Chandler, Marsh, MNA President Donna Kelly-Williams, RN, and MNA Regional Council 2 Chair Lynne Starbard, RN.



# Lessons we can learn from the 1912 Bread and Roses strike

By Jeanine Hickey

**S**hort Pay! All Out! January 11, 1912! The call rings out in the textile mills in Lawrence, Mass. The textile workers leave the mills en masse and take to the streets of Lawrence. This mass exodus launched the great “Bread and Roses” strike of 1912 and marked the most significant rise in labor activism of that period.

Organizing and mobilizing for change would be seen as a huge catalyst in the eight-week strike and as we find in today’s work environment, an effective way to respond to rapidly changing working conditions.

To understand why this is true, you need to know a little bit more about the strike in 1912 and how the workers organized themselves to improve wages and working conditions. In January of 1912 a law, voted earlier by the Massachusetts Legislature, went into effect cutting the work week from 56 hours to 54 hours. Now most of you would be saying “What is wrong with that?” Cutting hours should be a good thing but with that cut came a decrease in pay from the \$8 a week they received. At that time the loss of two hours pay meant less to eat when workers were already struggling to feed their families.

Throughout the fall of 1911, the mill owners refused to meet with shop committees to discuss the up-coming cut in hours. This refusal made workers nervous and angry. For the workers, mostly European immigrants, women and children, this fight for “bread” quickly turned into a fight to address horrid building conditions, mistreatment by supervisors, and what we would call today “speed up” and quota systems.

The workers, who spoke little English, had been holding meetings within their ethnic groups. Representatives from the groups met together to plan a strategy for the strike. They were being assisted by Local 20 of the Industrial Workers of the World (the Wobblies).

On Jan. 11 the call went out first from the Polish women of the Everett Mills. The strike was on and the next day thousands of workers walked out of the mills into the streets of Lawrence to be met by police and militia.

The workers’ committees would meet daily to coordinate activities and plan their strategies for what would prove to be a two-month strike. The strategy revolved around communication networks between strike leaders and the rank-and-file and community organizations which made sure workers’ families had enough food and access to health care. The committees rallied workers to participate in all aspects of the strike. They built solidarity within the different ethnic neighborhoods; they used publicity effectively; and they raised funds to ensure that all families could survive the strike. These approaches were key to their organizing efforts and eventually the settlement of the strike.

It was not an easy win. The workers faced opposition from the mill owners, city officials, police, the state militia and federal troops. Officials banned parades and rallies, police and militia patrolled neighborhoods, and mill owners even hired someone to plant dynamite to discredit the workers. Police and militia resorted to violence, injuring workers and killing three of them.

The workers’ solidarity and creativity were the keys to the success of this strike. The “bosses” figured the employees would not be able to organize themselves because they were mostly women and immigrants from more than 25 ethnic groups who could not speak directly to each other. The strike would prove the bosses wrong.

Women played a critical role during the strike. They asked to lead the daily demonstrations and faced police brutality. In doing so they mobilized public opinion against the owners and the mayor. They were instrumental in organizing the evacuation of the strikers’ children to other cities to protect them from hunger and violence. The evacuation of the children turned out to be the most publicized event of the strike and became a turning point. When Congress and the public learned that the police were attacking mothers and their children at the train

The Bread and Roses Centennial began in January. Throughout 2012, events marking the occasion are taking place. There is an exhibit *“Short Pay! All Out!: The Great Lawrence Strike of 1912”* on the 6th floor of the Everett Mill, 15 Union St., Lawrence, which is open Thursdays, Fridays and Saturdays from 11 a.m.–3 p.m. or by appointment with the Lawrence History Center (978-686-9230). Can’t make it to Lawrence? Visit the online exhibit at [breadandrosescsentennial.org](http://breadandrosescsentennial.org). And if you are around on Labor Day, the annual Bread and Roses Festival will be held in Lawrence.

station to prevent them from leaving the city, they convened a hearing where they would learn of the low wages and impoverished living conditions of the workers.

After eight weeks and with some of the most brutal attacks against the workers of this period, the strike was settled. The workers would win a 15 percent wage increase with the lowest paid workers receiving the largest raises and the mill owners agreed to meet with grievance committees to improve other working conditions. The Lawrence strike was the catalyst that led to better pay and working conditions for thousands of other mill workers throughout New England.

What lessons can we learn from the Bread and Roses strike that we can use today in MNA/NNU bargaining units?

**Communication** is key to any mobilization or organizing effort. Getting to know your fellow co-workers should be the first step in the process. You should familiarize yourselves with your local union leadership. Communicate important information to the members of your bargaining unit. The most effective way of updating the members is face-to-face communications and walk throughs. Other methods of communications are newsletters, negotiation updates and electronic communications. The MNA staff assigned to your network can assist you in all of these communication tools. The mill workers all spoke a different language but understood that in order for them to be successful in the strike they would have to first organize themselves by ethnicity and then elect spokespersons to attend the larger strategy meetings. They understood the importance of communicating with their co-workers.

**Organizational skills** are important. Mapping your bargaining unit is an important tool to know where your members work, what shifts they work and the best way to get in touch with them. **It is the most important tool needed for any member mobilization effort.** The strikers knew that every worker was an important part of the strike and needed to be included in all aspects of the preparation and strategy. They also knew that there were different roles for each worker and each role was based on the strengths of the individuals. The MNA Division of Organizing can assist your bargaining unit with mapping.



**Images from the Bread and Roses Strike:** A mass picket line on Essex Street; strikers outside a Lawrence mill; pickets in New York.

**Publicity and messaging.** We know from experience that the right publicity and the right message by respected bedside nurses are of utmost importance in getting the message to the public. The Lawrence workers knew that messaging and publicity were very important as well. The publicity over the children being evacuated to other cities was the turning point of the strike. The MNA Division of Public Communications can assist your bargaining unit with crafting a message and a public relations strategy to effectively get your message across to the public.

**Solidarity.** When members are informed, prepared and united they are a formidable force with tremendous power to advocate for patients. The striking Lawrence workers were united in their resolve to improve conditions. It didn't matter that they spoke several different languages

or that the work force was predominately women. They were informed, prepared and united in their resolve to win better pay and working conditions.

**Community outreach.** This is another key component to any successful campaign or mobilization effort by MNA members. The MNA community organizers will assist bargaining unit members in reaching out to community groups, legislators, and other unions to gain support and solidarity for a campaign or issue being waged by the bargaining unit members. Having an informed community can lend tremendous credibility to the issue. The workers in 1912 spread the word to all of the ethnic neighborhoods and businesses, they rallied in all areas of the city, they held parades and they utilized other organized workers. ■

## Robin Hood and the MNA demonstrate on Boston's Federal St.

On June 16, dozens of nurses and activists rallied outside the office of J.P. Morgan in Boston as part of a nationwide effort to call for a "Robin Hood Tax." Participating in the event were members of the MNA/NNU, the Maine State Nurses Association, Jobs With Justice of Massachusetts, Health Gap, Act Up Boston, United for a Free Economy, Verizon/IBEW Local 2222, and the AIDS Action Coalition.

The event took place the same day that J.P. Morgan's CEO Jamie Dimon appeared before Congress to explain his firm's massive trading loss and related frenzy of speculative trading. The proposed Robin Hood Tax is a small sales tax, less than half of 1 percent—or 50 cents per \$100—on trading in stocks, and even smaller assessments on bonds, derivatives and currencies, that could raise billions of dollars in the U.S.

"Wall Street's reckless speculation and risky deals caused our economy's most devastating crash since the Great Depression, forcing millions of Americans to lose their jobs, their homes, and their pensions," Paula Ryan, an RN at Quincy Medical Center and a member of the MNA Board of Directors, said at the event. "Three years later, Americans on Main Street still struggle to recover from a crisis we didn't create. This is the way to start to turn it around."

More than 1,000 leading economists have endorsed the policy behind the Robin Hood Tax, including Nobel Laureate Joseph Stiglitz and Lawrence Mishel of the Economic Policy Institute. And over 40 countries have a Robin Hood Tax or the equivalent in place already. ■



MNA members joined with other activists outside the Boston office of J.P. Morgan to call for a 'Robin Hood' tax on stock trades.



# 10 professional recommendations for electronic communication

1. Do **not** access or post on social networking sites while working. This includes use of your personal devices.
2. **Never** post patient information on a social networking site even if names or workplace are not identified.
3. Do **not** “friend” your manager or workplace administrator on your social networking site.
4. **Never** post pictures of yourself consuming alcohol or taking drugs on your networking site.
5. **Never** use language or display pictures of a vulgar or intimate nature on your networking site.
6. **Always** take advantage of privacy settings, but be aware that these settings may be accessed.
7. **Be aware** that others may be posting information about you on their social networking sites.
8. **Never** email or text patients or family members unless it is part of your job description.
9. **Know** that information on a social media site exists **forever** in cyberspace.
10. **Think** before you post.

*In response to the dramatic increase in the number of RNs who are disciplined for issues involving posts on social networking sites, the MNA's Board of Directors recently approved its "10 Professional Recommendations for Electronic Communication." The list was originally developed by the MNA's Congress on Nursing Practice and is based on best-in-class research that is available on the issue—as well as the firsthand experiences of many MNA nurses and the labor staff who represent them.*

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Leonard Morse RN volunteers: morning shift, above, and afternoon shift, right.



## Leonard Morse nurses hold successful food drive

The registered nurses of Leonard Morse Hospital held a food drive to support Natick food pantries in June outside the Roche Bros. supermarket in Natick. Nurses understand the importance of good nutrition for families struggling in these tough economic times, and particularly during the summer months when children aren't in school and do not have access to school lunches. Summer is a busy time for food pantries and the shelves are often bare. The success of the drive exceeded expectations. The RNs collected two truckloads of food—one truckload each for two food pantries, A Place to Turn and Natick Service Council Food Pantry. As they entered the store, shoppers were given a wish list of items most needed and were asked to pick up those items and drop them with the nurses as they exited. The customers were extremely generous, often handing the nurses full grocery bags as they left the store.



Time to load the trucks.



Community members express their gratitude that the nurses performed this service.



Joanne Barry, director of A Place to Turn, gives Vicki Emerson a thank you hug.

# MNA members out and about

## A helping hand in Worcester

MNA Region 2 volunteers and their families joined others in the Central MA labor community to help out with the annual National Letter Carriers Food Drive in May. MNA members drove postal routes to assist letter carriers in picking up non-perishable food items which were later delivered to food pantries all over Worcester.



## In Boston...They love a parade



**Flying the flag:** MNA/NNU members from Region 5, followed by the MNA Mobile Unit, participated in the Dorchester Day parade.

# out in their communities

**Supporting  
fellow union  
workers in  
Plymouth**



In June, Jordan Hospital nurses Stephanie Stevens and Carolyn Fahey walked the picket line outside the Pilgrim Nuclear Power Station in Plymouth with their union brothers and sisters from Utility Workers Local 369. Members of Local 369 were locked out by Louisiana-based Entergy Corp for nearly a month before a new four-year contract was finally ratified on July 8.

# Bios of candidates for MNA office, 2012

**Editor's Note:** All biographies are printed exactly as they were submitted by individual nominees.

## Vice President

### Karen Coughlin, RN, BC

Mansfield, MA

**Employment:** Department of Mental Health, Taunton State Hospital

**Education:** Associates, Massasoit Community College, 1984

**Present/Past MNA Offices:** MNA BOD; Vice President Nov 09-present, Vice President, Unit 7 Executive Board, Taunton State Hospital-Chair, MNA State Team, MNA PAC, MNA Finance Committee, MNA Labor Education Task Force, At-Large Position Regional Council 5

**Candidate Statement:** I have had the honor of being the MNA Vice President since November, 2009. As a RN of 28 years, I continue to be an active MNA member. I am the Chair at my local bargaining unit, and the Vice President of the Unit 7 Executive Board. I am an At-Large member of Regional Council 5, and an Executive Board member of the Greater Boston Labor Council. I try to meet as many of you across this state as possible, whether that has been on your picket line, your open meetings, your CEU programs, or testifying and lobbying with you at the State House. I have worked extensively on the escalating problem of workplace violence and the dismantling of psychiatric services at the local unit level, through the media, the court system and the legislature.

We are witness to rapid changes in health care; profits before patients, greed before need and working conditions that place our patients and our licenses at risk. I believe that we can face these challenges, have our voices be heard, and produce changes that will enhance the care for our patients and enrich our profession.

Mahatma Gandhi said "It's the action, not the fruit of the action, that's important. You have to do the right thing. It may not be in your power, may not be in your time, that there'll be any fruit. But that doesn't mean you stop doing the right thing. You may never know what results come from your action. But if you do nothing, there will be no result." I promise to continue to do the right thing on your behalf. I respectfully request your vote.

## Treasurer

### Ann Marie McDonagh, RN

Canton, MA

**Employment:** Tufts Medical Center

**Education:** Certificate, Harvard University

Trade Union Program, 2011; BSN, Northeastern University, 1996

**Present/Past MNA Offices:** Tufts Medical Center Bargaining Committee, 2009 to present, MNA Board of directors, Treasurer, 2008 to present, Finance Committee, Chair, 2008 to present, Finance Committee, Member, 2005 to 2008, MNA Regional council 5, Treasurer, 2006 to present, MNA Regional Council 5, Director-at-Large 2004 to present, NNU 2010 Organizing Institute, Graduate, NNU founding Convention, Delegate, MNA Labor School, Graduate

As treasurer of the MNA Board, I have worked with the MNA's Finance Director, Finance Committee and Board of Directors over the last four years to maintain the fiscal health of our organization. Despite the economic challenges of the last few years, have been able to efficiently manage our association's finances so that member services remain intact and even expand. I am honored to have served as your treasurer and am dedicated and willing to continue my service with the MNA. I believe in our mission to protect our patients and practice not only in our Commonwealth but across our nation. I humbly ask for your support. Thank you.

## Director, Labor

### Sandra Hottin, RN, MS

Agawam, MA

**Region:** 1

**Employment:** Mercy Medical Center

**Education:** MS, UMass Amherst, 2004; BS, AIC, 1997; Diploma, Baystate Medical Center, 1973

**Present/Past MNA Offices:** BOD, Region 1 Council

### Katie Murphy, BSN, RN, CCRN, CNRN

Framingham, MA

**Region:** 2

**Employment:** Brigham & Women's Hospital

**Education:** MSN (candidate), Framingham State University, 2012; BSN, Boston University, 1982; ASN, Vermont College, 1975

**Present/Past MNA Offices:** Board of Directors

**Candidate Statement:** It's been a fast two years! I have served on the MNA Board of Director's for one term and it has been a tremendous privilege to serve my colleagues in Massachusetts. I am continually impressed by the depth and breadth of knowledge, commitment, and energy that every nurse in Massachusetts brings to our profession. As a staff nurse in the Medical ICU at the Brigham and Women's Hospital, I see first hand the goals we have achieved and how much farther we still have to go. We need to see that every patient has a nurse and that

staffing is safe for every patient and every nurse. We need to protect our health, our future, and build a strong foundation for the talented people who enter our profession every day.

I am an active Director, participating in our Board meetings in Massachusetts, as well as the NNU Convention each year. I have made the rounds of the Capital in Washington, D.C., and also lobby, meet with Legislators, and testify on nursing issues on Beacon Hill. I walk the picket lines and attend rallies around the state. I believe that when we ask for your vote, we commit ourselves to serving you as active representatives. I hope to continue to work for safe staffing, safe futures, and safe healthcare in Massachusetts. I respectfully ask for your vote so I may continue to be your strong voice for nursing issues here at home and nationally.

## Beth Piknick, RN

Centerville, MA

**Region:** 3

**Employment:** Cape Cod Hospital

**Education:** BS, Human Services, Lesley University, 1999; Diploma, Faulkner Hospital School of Nursing, 1971

**Present/Past MNA Offices:** MNA President 2005-2009, Task Force Safe Patient Handling, Congress Nursing Practice, NNU VP, Nominations & Elections Committee

**Candidate Statement:** During this MNA election, I'm asking for your vote for the Region 3 seat on the Board of Directors. I have been a member of the Board in the past both as a Director At-Large and as President. For the past 4 years, I have involved myself in the National Nurses United as one of its Vice Presidents and other MNA positions. During this time, there have been so many changes in our union and in our locals. These are such difficult times for our members in so many ways. It, overall, is a difficult time for us to practice. First in our every day practice at the bedside where the rules seem to change every day, where many of our leaders practice with targets on their backs and nationally where those of us in collective bargaining are the scape goats for all the financial problems of this country.

As a Board member, I would have some continuity from the state (MNA) to the nation (NNU). As a Board member, I hope that my past and current leadership roles would be helpful to our membership. We must continue to move forward in this next decade to make nursing the most influential profession in our local bargaining units, in our Regions, in the state legislator and in

Congress in order to protect and advocate for our patients. Our decisions are vital whether we are looking at staffing (or lack thereof) in our own bargaining units all the way to the Main Street Campaign.

Thank you for your consideration and above all else, please take the time to participate in your union and cast your vote!

#### **Patricia "Patty" Rogers Sullivan, RN, BSN, MM**

*North Andover, MA*

**Region:** 4

**Employment:** Lawrence General Hospital

**Education:** BSN, Thomas Edison State College, 2011; Masters of Management in Healthcare Business, Cambridge College, 2008; ADN, Lowell General Hospital, 1983

**Present/Past MNA Offices:** Local Chair, MNA Regional Council, MNA BOD

#### **Michael Robinson, RN**

*Dorchester, MA*

**Region:** 5

**Employment:** Brigham & Women's Hospital

**Education:** Diploma, Brockton Hospital School of Nursing, 1982

**Present/Past MNA Offices:** BWH Negotiating Committee 1992-present, Current Vice-chair

**Candidate Statement:** After graduating from the Brockton Hospital School of Nursing and starting my nursing career, I became actively involved in the MNA at Jordan Hospital as a MNA negotiating committee member. I later joined the staff at the Brigham and Women's hospital where I have been a staff nurse for the past twenty-five years. Twenty of those years I've served as an elected member of the negotiating committee, currently as Vice Chair.

I have a long history of putting the safety of the patients and staff at the forefront because of its paramount importance to the best outcomes for the patients we care for and the working conditions and practice of the nurses that the MNA represents. The membership of the MNA is the key to our Association's future and the voice of all the Associations' nurses are needed to demonstrate the direction that the MNA needs to go. If elected I would continue to work to obtain said Safe Staffing Ratio's and continue to do what I can to improve the health care system in general. I also plan to continue to focus on improving conditions of the bedside nurse. It is my beliefs that with these goals in mind, the care and outcomes of the individual patients will be greatly improve. We are all patient Advocates, it is one of our supreme roles and responsibilities. The greatest opportunity to complete so much, is being a member of the MNA Board of Directors. I will be a staunch advocate for you and your practice and I feel I can be most effective

in promoting and obtaining these goals as a member of the Board.

I am dedicated to advocating for the profession, our Union and the democratic fiber that is the essence of our Association. I believe that achieving retiree health benefits, pension plan language, sane patient staffing legislation, and organizing the unorganized are all the achievable goals for the association. Goals I look forward to helping make come true. Thank you for your vote-Respectfully Michael Robinson

#### **Barbara S Tiller, RN**

*Wrentham, MA*

**Employment:** Tufts Medical Center

**Education:** BSN, Alfred University, 1986

**Present/Past MNA Offices:** BOD, Labor Director Reg 5, NNU Delegate, Chair Tufts Medical Center

**Candidate Statement:** I am running for the MNA Board of Directors, having served as a director and having been active in my local unit for several years, currently as Chair at Tufts Medical Center. I would like to continue to work for nurses in our local bargaining units, across our state and nation for better working conditions and a stronger voice in health care. Nurses need to have a safe work environment with the necessary resources and staff available to care for patients. They need to have a voice in how patients are cared for. On the Board, I will continue to work hard to support and empower nurses at every level to work towards better working conditions and contracts that reflect protections and compensation for hard work that they do every day. Nurses, standing together, at the local, state and national level, can make this happen. MNA gives every nurse empowerment and resources to make healthcare better for those who receive care. I have been proud to fight for and represent the nurses local and abroad and hope to continue. I have attended many different nurses from across this state and this country. Times in healthcare are tough, sharing and utilizing what has been successful in other places and standing together, we can only be stronger than we have ever been here in Massachusetts and abroad for our patients and ourselves.

#### **Director at Large, General**

##### **Joan Ballantyne, RN**

*Mansfield, MA*

**Employment:** Norwood Hospital

**Education:** RMN, Greater Glasgow Western District College of Nursing, 1980; RGN, Greater Glasgow Western District College of Nursing, 1982

**Present/Past MNA Offices:** Co-chair local bargaining unit, active member Region 5

committee, convention committee 2011, STAT team

**Candidate Statement:** My Name is Joan Ballantyne. I am a staff nurse in the ICU at Norwood Hospital and co-chair of our bargaining unit.

Today I am asking for your vote for the position of Director-At-Large, General. Why take the time to vote for me?

Well I am an honest, straightforward and hard working staff nurse who believes wholeheartedly in our union but I also know that our union is only as strong as its members. If ever there is a time when we need a strong union it is now. I will tirelessly represent you, the bedside nurse. I will commit to representing the staff nurse, working to bring the fore front issues and concerns that affect us and our patients in our daily practice.

Like everyone else who is reading this, my life is very busy. I work full time. I am a wife, mother, and grandmother. Instead of doing less I find that the need to do more, to stand up for myself, my fellow nurses and my patients is more compelling today than it was all those years ago when I first put that silly cap on my head!

Again I ask for your vote and your support. Thank you.

#### **Sandy Eaton, RN**

*Quincy, MA*

**Employment:** Quincy Medical Center

**Education:** AB, Philosophy-Theology, Boston College, 1992; ADN Massasoit Community College, 1981

**Present/Past MNA Offices:** MNA BOD 1997-1985; Secretary, Congress on Health Policy and Legislation (2009-2011); Chair NNU Legislative Council (2010-2012); Chair, Regional Council % (2007-2009); QMC Bargaining Committee (2010-2012), Steward Leadership Council (2011-2012)

**Candidate Statement:** In August 2000, several staff nurse activists squeezed into a booth at the 99 in Canton with a reporter from the Boston Globe to discuss the growing movement to disaffiliate from ANA. I remember telling that reporter then that MNA is my union, my professional association and my political party. Even though I'm forced to retire from work at the bedside earlier than planned due to a brush with cancer and a bout with treatments, I remain just as innovative, committed and connected as ever. It's time I renewed my mandate and returned to the board. I've spent years in the leadership of Mass-Care, and I've been on the steering committee of the Labor Campaign for Single Payer since its founding. I've just developed and led a course on the healthcare industry at the Labor Guild in Weymouth. Wherever I go, I bring the wisdom I've acquired through

many years of struggle to build our nurses' movement. Allow me to bring the collective voice of our member-driven organization to broad circles of allies as we fight to create a just healthcare system embedded in a just society. Give me one of your four votes for Director At-Large, General. Thank you!

### **Richard Lambos, RN**

*Ashgartown, MA*

**Employment:** Martha's Vineyard Hospital

**Education:** ADS Newton Junior College, 1972

**Present/Past MNA Offices:** MNA BOD 2001-2009; Regional Council 3, Treasurer

**Candidate Statement:** Having been a nurse for 40 years, I have seen many changes in our practice and within the environment we work. The increasing trend of hospital mergers throughout the state, coupled with dwindling reimbursement for services, puts the RN in the cross hairs of just about every employer. So what is the answer, how do we as a profession survive?

That answer is a difficult one, at best, but I feel that we have our best shot to do this by, confronting the local issues at our individual workplaces with an emphasis on coordination of goals amongst the nurse committees of the merged facilities, while we in tandem, develop a strong local and national political presence to pursue legislation that will benefit our practice, our safety, and the safety and well being of our patients.

I hope you will consider me for this MNA Board of Directors seat.

### **Beth Amsler**

*Ashland, MA*

**Employment:** Newton-Wellesley Hospital

**Education:** Diploma, Jewish Hospital School of Nursing, 1969

**Present/Past MNA Offices:** Congress on Nursing Practice 200-2008; MNA BOD 2008-Present; Vice-Chair, NWH Bargaining Unit 2011

### **Ginny Ryan**

*Marshfield, MA*

**Employment:** Faulkner Hospital

**Education:** BSN, Simmons College, 2011; ADN, Mass Bay Community College, 1985

**Present/Past MNA Offices:** MNA, BOD 2004-present), MNA Convention Committee 2004-present, MNA, BOD Policy Committee 2004-present, Region 5, Vice-Chair

### **Meredith Scannell**

*Hudson, MA*

**Employment:** Brigham & Women's Hospital

**Education:** Masters Nursing, UMDNJ, 2008; Masters Public Health, 2006; Diploma, St. Elizabeth's Hospital School of Nursing, 1995

**Present/Past MNA Offices:** MNA Elections Committee

**Candidate Statement:** I am an Emergency Department staff nurse working at the Brigham and Women's Hospital with an extensive interest in patient healthcare. I have been a nurse advocate since the beginning of my nursing career. After graduating from St. Elizabeth's Hospital School of Nursing and starting my first nursing position I soon found myself imbedded and winning in a National Labor and Relation's Lawsuit. This lawsuit was nationally recognized and instrumental in passing legislation for whistle blower protection for all nurses in Massachusetts. Having an advance nursing degree as a certified nurse-midwife and Master's degree in Public Health from Boston University I have a comprehensive understanding of what is needed in healthcare to ensure that patients are given the best care without compromising the safety of the nurse. Every day I am impressed by the dedication that nurses have continued to express for their patients even in the most difficult of circumstances. I am dedicated to continue my advocacy for nursing profession and our Union. I will continue to support the democratic roots of our association and I believe that together we can actually achieve: improved retiree health benefits, improved pension plan language, safe and rational patient staffing legislation, a ban on mandatory OT and further the drive to organize the unorganized nurses in Massachusetts. The involvement of all members of the MNA is the key to our Association's future. The voice of all Associations' nurses is needed to guide the direction of the MNA.

### **Kathy Reardon, RN, BSN, CEN**

*Canton, MA*

**Employment:** Norwood Hospital

**Education:** BSN, Northeastern University, 1989

**Present/Past MNA Offices:** Co-Chair of BU Norwood Hospital, NNU Delegate

**Candidate Statement:** My name is Kathy Reardon, and I have been a staff nurse at Norwood Hospital for 23 years. I graduated from Northeastern University, Boston Massachusetts in 1989 and achieved a BSN.

I have been a proud member of the Massachusetts Nurses Association since its inception at my hospital in 1992. I have been a member of our negotiating team since then, and more recently, the co-chair of our bargaining unit for the last 12 years. In Massachusetts, we are seeing large health care systems emerge, specifically Steward Health care (for profit) adding more hospitals to their chains at a break neck pace. We, as nurses are seeing the wreckage in its wake.

As a for profit system which boasts quality care, cutting edge technology, and millions

it has poured into its hospitals , the nurses at these facilities know the real stories. We see every dollar squeezed out for investors; lack of food for our patients, bare bones staffing in all areas and services, and cheap, cumbersome computer documentation systems. On the flip side to this, unbeknownst to Steward, I believe by adding more hospitals to our system, it brings the nurses at these facilities together to battle this employer. This, in and of itself brings out the true meaning of our professional organization: safe, patient advocacy, and yes there really is power in numbers.

### **Mary Lou Stock, RN, CEN**

*Pembroke, MA*

**Employment:** Brigham & Women's

**Education:** Associates Science, Massasoit Community College, 1992

**Candidate Statement:** Two years ago I ran for the Board of Directors after I began to sense that our union was steering us in a direction that was not in the best interest of the membership. At a time when it's become increasingly clear that we have a multitude of issue to deal with within our own borders, the focus, funds and energy that are sorely needed at home are now being diverted to promote a political agenda that many of us have little interest in supporting. It's time to reclaim our union and restore it to what it once was, a respected, dignified and effective body dedicated to supporting the membership as well as advocating for the safety and well being of the patients and families that depend on us every day.

### **Director at Large, Labor**

#### **Linda Condon, RN, BSN**

*Brockton, MA*

**Employment:** Morton Hospital/Norwood Hospital

**Education:** BSN, UMass Dartmouth, 1982

**Present/Past MNA Offices:** ByLaws Committee, Nominations Committee

**Candidate Statement:** I am a practicing registered nurse and currently work as a full time ER nurse at Morton hospital and per diem at Norwood hospital. I have been an active member of the MNA for the past 30 years.

Throughout my career my focus has always been quality patient care by promoting my profession and its intrinsic value.

I currently work with the legislative division of the MNA delivering information to the Statehouse to keep our Senators and Representatives informed of what is truly happening to our patients. I work with the Communications division to promote quality patient care and to keep the public informed of the twists and turns in the healthcare world. This had included appearances on

local and national news programs to promote the MNA's views on these issues. I also support my fellow nurses by walking picket lines across the Commonwealth. I actively participate in activities with the NNU here in the Commonwealth and in other parts of the country

I have testified for the MNA before the Commonwealth of MA Legislature on the MNA's workplace violence and safe staffing legislation. I have served on the Nominations Committee at MNA and was a member of the Brockton Hospital Negotiating committee from 1991-2005 and served as its co-chair from 1997-2005, which included helping to lead an historic 103 day strike, which resulted in our winning language to prevent mandatory overtime and provide safer staffing at the facility.

I am actively engaged in promoting my nursing profession and will continue to do so in order to address the challenges facing us. In this era of rapid change and health reform, a strong, organized active association/union is the key to our success in protecting our patients and our profession.

I respectfully request your vote.

In Unity,  
Linda Condon RN

#### Diane Michael, RN

Springfield, MA

**Employment:** Mercy Medical Center/ DBA Providence Behavioral Health

**Education:** Diploma, Children's Hospital School of Nursing, 1974

**Present/Past MNA Offices:** MNA Director Labor at Large, Past MNA Director Region 1, Chairperson Board Policy Committee, Region 1 Rep-past, Region 1 Treasurer, Chair Bargaining Unit Providence

#### Ellen Smith, RN

Douglas, MA

**Employment:** UMass-University

**Education:** ADN, Cape Cod Community College, 1994

**Present/Past MNA Offices:** Region 2 Vice Chair, Co-chair UMass-University-present, Grievance Chair-university-past, Region 2 BOD

#### Betty Sparks, RN, CNOR

Norwood, MA

**Employment:** Newton Wellesley Hospital

**Education:** ADN, Massasoit Community College, 1991

**Present/Past MNA Offices:** Nursing Practice, MNA PAC Vice Chair, Emergency Preparedness Chair

**Candidate Statement:** My name is Betty Sparks. I work as an operating room nurse at Newton Wellesley Hospital. I am running for the MNA Board of Directors At-Large Labor seat. I am very concerned with the

way our nursing practice has been affected by corporate takeovers, speeding up patient care in an effort to save/make money. We are no longer allowed to talk with patients in our own words, we must follow scripts that have been written out for us. As if we, with years of experience would not know what to say to our patients. We must get our patients from point A to point B in the time allotted by a consultant with no medical background. Talk about Lucy and Ethel working the candy conveyor belt! (that's for you nurses my age, the rest of you can watch it on You Tube) We also have an even larger issue to deal with, and that is Health Care Reform or lack thereof. Nurses need to be at the table with our legislators being the voice of reason and experience. We know how to GIT ER DONE!! We just have to convince them how to do it,(oh yes, while letting them think it was their idea,) This also means Save Staffing Ratios for all nurses, I ask for your vote so I can continue fighting the good fight both in MA and across this country. Thank you, Betty Sparks

#### Nominations Committee

##### Patricia Nicoloro, RN

Norwood, MA

**Region:** 4

**Employment:** Cambridge Hospital

**Education:** BSN, Northeastern University, 2011; AD, Laboure Jr College, 1980

**Candidate Statement:** I would like to tell you a little about myself. I have been a nurse for many years, working in various specialties and witnessing many changes to our profession as well as the arena of health care as we now know it. In my view, change is always jarring and often problematic especially in the profession of nursing because we are always trying to balance the care we give to our patients with the reality of profits that these industry demands of us as practitioners and consumers.

There are so many issues facing us as a profession. The projected loss of many experienced nurses from our workforce over the next decade is an issue that needs thought and preparation on our part. To ensure that our younger colleagues are left with the resources to carry the vision and commitment of our profession forward, we need access to provide mentorships and support to the future nurses of tomorrow. We are no longer just care givers but rather highly educated people who are able to perform at all levels of our industry. We are able to initiate change in important issues regarding our practice and performance of duties.

I have never been so proud as a nurse or a mother when I brought my daughter to the Statehouse with the MNA to rally for Safe

Staffing. My daughter was mesmerized by the passion of all of these nurses-it changed her view as well as mine as to who nurses really are and their impact on society. I would like to participate in an organization that I respect and believe in. I feel that I will be able to promote the issues and rally my colleagues into action when needed.

#### Congress on Nursing Practice

##### Marianne Chisholm, RN

South Boston, MA

**Employment:** Tuft's Medical Center

**Education:** BSN, Rhode Island College, 1983

**Present/Past MNA Offices:** Congress on Nursing Practice

#### Congress on Health Policy

##### Michael D'Intinosanto, RN

Winchendon, MA

**Employment:** Comm of Mass Dept of Dev Svcs

**Education:** Harvard Trade Union, 2010; BSN, Fitchburg State College, 1999; AD, Laboure Jr College, 1984

**Present/Past MNA Offices:** President Unit 7, State Chapter of HC Professionals, MNA PAC, Past Vice Chair MNA PAC, Delegate NNU Convention, Delegate for Region 2 to Central Labor Council

#### At-Large Position in Regional Council

##### Region 2

##### Debra Holmes

Holden, MA

**Employment:** UMass Memorial

**Education:** ADN, Mt. Wachusett Community College, 1998

**Present/Past MNA Offices:** At Large Position Region 2

##### Region 3

##### Peggy Kilroy, RN

Centerville, MA

**Employment:** Cape Cod Hospital

**Education:** Diploma, Boston City Hospital, 1968; CCCC, various courses

**Present/Past MNA Offices:** Finance Committee, Chairperson, Vice-chair

**Candidate Statement:** As a diploma graduate from Boston City Hospital, I have spent my entire career doing various types of bedside nursing. Working in the E.R. for 18 years was both rewarding and frustrating. I currently work in the Endoscopy Dept. at Cape Cod Hospital.

I began to get involved with MNA about 10 yrs ago when Beth Piknick managed to muster a few brave nurses to try to revive a flailing region. The group of us worked together to rebuild an organization that stands proudly today as Regional Council 3. My varied tasks have included Board member of Region 3, Secretary, Chairper-

son, Convention Committee, and currently Vice Chair of Region 3.

Throughout my affiliation with MNA, I have supported the diligent effort to see Safe Staffing become a reality. By attending rallies and events to support MNA sponsored candidates, I have learned much about the political process. Attendance at convention always reminds me that MNA is an amazing group of tireless individuals who work toward a common goal: improving the health and safety of every person in our care.

If elected, I will continue to focus my energy on supporting Safe Staffing levels and work with Region Council 3 to inform our members about the numerous continuing educational programs available to them. I will encourage all nurses to work as a cohesive entity in striving to prevent and abolish Workplace Violence.

We need to rally together in an effort to support our professional status in each hospital. In unity there is strength.

Respectfully submitted,  
Peggy Kilroy R.N.

## Region 5

### Karen Coughlin, RN, BC

Mansfield, MA

**Employment:** Department of Mental Health, Taunton State Hospital

**Education:** Associates, Massasoit Community College, 1984

**Present/Past MNA Offices:** MNA BOD; Vice President Nov 09-present, Vice President, Unit 7 Executive Board, Taunton State Hospital-Chair, MNA State Team, MNA PAC, MNA Finance Committee, MNA Labor Education Task Force, At-Large Position Regional Council 5

**Candidate Statement:** I have had the honor of being the MNA Vice President since November, 2009. As a RN of 28 years, I continue to be an active MNA member. I am the Chair at my local bargaining unit, and the Vice President of the Unit 7 Executive Board. I am an At-Large member of Regional Council 5, and an Executive Board member of the Greater Boston Labor Council. I try to meet as many of you across this state as possible, whether that has been on your picket line, your open meetings, your CEU programs, or testifying and lobbying with you at the State House. I have worked extensively on

the escalating problem of workplace violence and the dismantling of psychiatric services at the local unit level, through the media, the court system and the legislature.

We are witness to rapid changes in health care; profits before patients, greed before need and working conditions that place our patients and our licenses at risk. I believe that we can face these challenges, have our voices be heard, and produce changes that will enhance the care for our patients and enrich our profession.

Mahatma Gandhi said "It's the action, not the fruit of the action, that's important. You have to do the right thing. It may not be in your power, may not be in your time, that there'll be any fruit. But that doesn't mean you stop doing the right thing. You may never know what results come from your action. But if you do nothing, there will be no result." I promise to continue to do the right thing on your behalf. I respectfully request your vote.

### Katherine Christopher, RN

Dorchester, MA

**Employment:** Boston Medical Center

**Education:** AD, Laboure College, 2001

# MNA Final Ballot, 2012

## Vice President, Labor\*

### 1 for 2 years

Karen Coughlin

## Treasurer, Labor\*

### 1 for 2 years

Ann Marie McDonagh

## Director, Labor\*,

### 5 for 2 years, (1 per Region)

#### Region 1

Sandra Hottin

#### Region 2

Katie Murphy

#### Region 3

Beth Piknick

#### Region 4

Patricia "Patty" Rogers Sullivan

#### Region 5

Michael Robinson

Barbara Tiller

## Director At-Large, Labor\*

### 3 for 2 years

Linda Condon

Diane Michael

Ellen Smith

Betty Sparks

## Director At-Large, General\*

### 4 for 2 years

Sandy Eaton

Richard Lambos

Kathy Reardon

Ginny Ryan

Beth Amsler

Meredith Scannell

Mary Lou Stock

Joan Ballantyne

## Nominations Committee

### 5 for 2 years, (1 per region)

#### Region 1

#### Region 2

#### Region 3

#### Region 4

Patricia Nicoloro

#### Region 5

## Bylaws Committee

### 5 for 2 years, (1 per region)

#### Region 1

#### Region 2

#### Region 3

#### Region 4

#### Region 5

## Congress on Nursing Practice

### 4 for 2 years

Marianne Chisholm

## Congress on Health Policy

### 4 for 2 years

Michael D'Intinosanto

## Congress on Health and Safety

### 6 for 2 years

## Center for Nursing Ethics & Human Rights

### 2 for 2 years

## At-Large Position in Regional Council

### 2 for 2 years (2 per Region)

#### Region 1

#### Region 2

Debra Holmes

#### Region 3

Peggy Kilroy

#### Region 4

#### Region 5

Katherine Christopher

Karen Coughlin

\*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.

# DOMESTIC VIOLENCE: ITS MULTIPLE DIMENSIONS

## A COMPREHENSIVE PROGRAM FOR NURSES

OCTOBER 26, 2012 at MNA Headquarters in Canton

The Massachusetts Dept. of Public Health issued a public health advisory on domestic violence in 2008, citing the dramatic increase in domestic violence homicides over a four-year period. With an economic downturn, as now experienced in the U.S., family abuse and violence increases.

The numbers are sobering:

- **1 in 3** adolescent girls in the U.S. is a victim of physical, emotional or verbal abuse from a dating partner
- Every **9** seconds in the U.S. a woman is battered by her husband, boyfriend or a live-in partner
- **34** deaths as a result of domestic violence occurred in the first nine months of 2010 in Mass.
- **1 in 3** women and **1 in 14** men will experience domestic violence during their lifetime
- Between **2-4 million** (conservative estimate) women of all races and classes are battered each year; **170,000** serious enough to require hospitalization, emergency room care or a doctor's attention
- It is estimated that **30-50** percent of teen dating relationships are abusive
- Nearly **1 in 2** women and more than **1 in 4** men have experienced sexual violence other than rape in their lifetimes; that's more than **1.6 million** individuals
- **1 in 7** adult women in Massachusetts has been a victim of rape in her lifetime
- Between 2003 and 2011 more than **250** homicides in Massachusetts were attributed to domestic violence
- In the U.S., more **than 500,000** older adults are believed to be abused or neglected each year

**Please join us for practical information and tips that you can use in your practice now:  
Identifying factors, interviewing techniques, resource guidance,  
documentation "do's & don'ts" and so much more!**

This program is designed to help nurses in health care and other settings better identify and respond to people experiencing domestic violence. Learn how our daily contact with potential or actual targets of domestic violence provides us with the opportunity to help those in need.

**For more information and to register visit [massnurses.org](http://massnurses.org) or call Phyllis Kleingardner at 781-830-5794.**

**Features:** Scope and Dimensions of Domestic Violence; Risk Factors: Abusers and Victims; Health Consequences; Identifying Groups at Risk; Discovering Targets of Domestic Violence: Interviewing Techniques; The Nurse's Role in Criminal Prosecution; Safety Planning/Referral; Criminal Justice System: Supporting and Protecting the Victim. The Clothesline Project, a display of messages from those who have experienced domestic violence, will be exhibited.

**Presenters:** Professional staff from the Department of Public Health, the Middlesex District Attorney's office, psychiatric clinical nurse specialists, and other presenters with expertise in this topic.

**Participants:** Nurses will learn how to recognize risk factors for domestic violence as they relate to diverse populations; effective non-traumatizing interviewing skills to enable identification of targets of domestic violence; and how to help those affected develop a safety plan and access resources for assistance. They will develop an in-depth understanding of the impact of domestic violence on the individual, children and families and society and enhance their skills in nursing intervention, to the benefit of all.

# REGISTER NOW



to benefit Scholarship Programs  
for Nursing & Healthcare Professionals

Monday • August 20, 2012

Visit [www.massnurses.org](http://www.massnurses.org) or  
call to register at

**781-821-4625 x745**

## MAIN STREET CONTRACT FOR THE AMERICAN PEOPLE

Large banks and Wall Street firms wrecked our economy. They wiped out pensions and portfolios. Because of their greed, they threw us into a recession, cost us millions of jobs, and squandered American productivity. Yet nobody has paid the price for this wrongdoing. No one has gone to jail. In fact, they remain some of the most profitable businesses in America, doling out hundreds of millions of dollars in executive bonuses. And they pay some of the lowest tax rates in the country.

It's time for Main Street to say to Wall Street: "We want our money back!"

Join with the National Nurses United as we call on Wall Street to pay for the damage it has caused on Main Street. Main Street is taxed enough; let's

establish a Wall Street Transaction Tax — it could raise \$350 billion to rebuild our country.

Here's the way to reclaim the American Dream — Join with NNU to promote the Main Street Contract for the American People:

- **Jobs at living wages for everyone.**
- **Guaranteed health care for all.**
- **A secure retirement, with the ability to retire in dignity.**
- **Equal access to quality, public education.**
- **Good housing and protection from hunger.**
- **A safe and healthy environment.**
- **A just taxation system where corporations and the wealthy pay their fair share.**



**YES!** I want to take the pledge to fight for a  
Main Street Contract for the American People  
Visit [MainStreetContract.org](http://MainStreetContract.org) to learn more and to join the fight



Massachusetts  
Nurses  
Association



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*continuing education*  
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Now Available Online registration for courses offered at MNA Headquarters. Go to [www.massnurses.org](http://www.massnurses.org).



MNA is proud to provide **FREE** continuing nursing education programs to foster professional growth for its members. Offering the programs locally to its members improves access and convenience. We hope you appreciate this service and find these courses helpful.

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# REGION 1



## Acute and Chronic Renal Disease

**Description:** This program will provide a comprehensive overview of the major components and complications of chronic kidney disease. Nursing management strategies for chronic kidney disease will also be discussed along with acute kidney injury.

**Presenter:** Lisa Dumouchel, MSN, APRN

**Date:** Oct. 24, 2012

**Time:** 5 – 6 p.m., Region 1 Annual Meeting/Dinner/Registration  
6 – 9 p.m., Program

**Location:** Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077,  
[www.logcabin-delaney.com](http://www.logcabin-delaney.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact hours:** Will be provided.

## Health Care Issues in the LGBT Patient

**Description:** This program will provide nurses with an understanding of the complexity of physical and mental health issues facing lesbian, gay, bisexual and transgender patients.

**Presenters:** Nina Brand, MSW and Aleah Nesteby, RN, NP

**Date:** Nov. 14, 2012

**Time:** 5 – 5:30 p.m., Registration/Dinner  
5:30 – 9:00 p.m., Program

**Location:** The Hotel Northampton, 36 King Street, Northampton; 413-584-3100; [www.hotelnorthampton.com](http://www.hotelnorthampton.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Morning Session

### Psychological Effects of Chronic Illness

**Description:** This program will address the psychological effects experienced by chronically ill patients and related nursing management. Patient responses that will be discussed include the grieving process; body image changes; self image; self esteem; independence/powerlessness; emotional responses; effects on relationships and adaptive coping mechanisms.

**Presenter:** Lee Murray, RN, MS, CS, CADAC

**Date:** Dec. 13, 2012

**Time:** 9 – 9:30 a.m., Registration/Continental Breakfast  
9:30 a.m. – 12 p.m., Program  
12 – 1 p.m., Lunch

## Afternoon Session

### Nursing Management of the Patient with Concurrent Psychiatric and Medical Surgical Problems

**Description:** This program reviews common disorders seen in psychiatric patients and their treatment modalities. It will also enable the nurse to care effectively for these patients when hospitalized for non-psychiatric illnesses.

**Presenter:** Lee Murray, RN, MS, CS, CADAC

**Date:** Dec. 13, 2012

**Time:** 1 – 1:30 p.m., Afternoon Registration  
1:30 – 3 p.m., Program

**Location:** Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077,  
[www.logcabin-delaney.com](http://www.logcabin-delaney.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$195.

\*Requires a \$50 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on Page 20 and submit to the MNA Region 1 Office, 241 King Street, Suite 226, Northampton, MA 01060. For questions, please contact Region 1 at 413-584-4607 or email [region1@mnarn.org](mailto:region1@mnarn.org)

# REGION 2



## Stroke: What Nurses Need to Know

**Description:** This program will discuss the pathophysiology and classification of stroke - ischemic, hemorrhagic and transient ischemic attacks. Nursing management of the stroke patient, the use of interventional radiology techniques, behaviors to expect, sequelae and discharge/home care issues will be discussed.

**Presenter:** Clifford Roy Shay, RN, BS

**Date:** Sept. 11, 2012

**Time:** 5 – 5:30 p.m., Business Meeting  
5:30 – 6 p.m., Dinner  
6 – 8 p.m., Program

**Location:** The Beechwood Hotel, 363 Plantation Street, Worcester; 508-754-5789, [www.beechwoodhotel.com](http://www.beechwoodhotel.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Diabetes Pharmacology: Insulin and Insulin Pumps

**Description:** This program will review the commonly used insulins and the new anti-diabetic injectable medications, Byetta and Smylin. Insulin regimens from conventional to intensive management will be discussed including regimens that have patients determining pre-meal doses depending upon what they choose to eat. It will also include an update on insulin delivery systems (pens and pumps) and other devices to help patients self-administer insulin.

**Presenter:** Ann Miller, ANP, MS

**Date:** Nov. 8, 2012 (please note this is a Thursday)

**Time:** 5 – 5:30 p.m., Business Meeting  
5:30 – 6 p.m., Dinner  
6 – 9 p.m., Program

**Location:** The Beechwood Hotel, 363 Plantation Street, Worcester; 508-754-5789, [www.beechwoodhotel.com](http://www.beechwoodhotel.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Lateral Violence and Its Impact on Nursing

**Description:** The purpose of this program is to educate and impart necessary tools for nurses and other health care workers to recognize and respond appropriately to horizontal workplace violence and bullying.

**Presenters:** Christine Pontus, MS, RN, COHN-S/CCM and Margaret O'Connor, MMHC, RN, COHN, HRM

**Date:** Dec. 4, 2012

**Time:** 5 – 5:30 p.m., Business Meeting  
5:30 – 6 p.m., Dinner  
6 – 8 p.m., Program

**Location:** American Legion Dudley-Gendron Post, 158 Boston Road, Sutton; 508-865-2995, [www.legion.org](http://www.legion.org)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

# REGION 3



## Difficult Conversations in End of Life Care

**Description:** Good communication is key to helping patients and families navigate care at the end of life, yet it is something that most health care providers are not taught during their training. This program will provide an outline/model for end-of-life communication and will provide scenarios for its application.

**Presenter:** JoAnne T. Nowak, MD

**Date:** Oct. 17, 2012

**Time:** 5 – 5:30 p.m., Registration/Dinner

5:30 – 9:00 p.m., Program

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, [www.trowbridgetavern.com](http://www.trowbridgetavern.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## The Nursing Professional: Essential, Valued, Priceless

**Description:** This program will enable nurses to recognize and embrace their value as professionals in a complex and changing health care environment.

**Presenter:** Joe-Ann Fergus RN, BSN, MA, Ph.D.

**Date:** Nov. 13, 2012

**Time:** 5:30 – 6 p.m., Registration/Dinner

6 – 8:30 p.m., Program

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, [www.trowbridgetavern.com](http://www.trowbridgetavern.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Rescuing the Airways: Management of Acute Respiratory Failure

**Description:** Utilizing an interactive case study approach, this program will describe the etiologies and pathophysiologic process of acute respiratory failure. Program will include arterial blood gases, suctioning, chest tube management, tracheostomies and non-invasive positive pressure ventilation.

**Presenter:** Carol Daddio-Pierce, RN, MS, CCRN, ACNP

**Date:** Dec. 6, 2012

**Time:** 5:30 – 6 p.m., Registration/Dinner

6 – 9 p.m., Program

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, [www.trowbridgetavern.com](http://www.trowbridgetavern.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

# REGION 4



## Childhood Mental Health: Implications for Nursing

**Description:** This program will provide an overview of psychiatric and mental health disorders in children and adolescents, including anxiety, depression, PTSD and ADHD. Assessment and implications for care in medical, hospital and school settings will be presented.

**Presenter:** Ann Polcari, Ph.D., PMHCNS-BC

**Date:** Sept. 19, 2012

**Time:** 5 – 6 p.m., Registration/Dinner

6 – 8:30 p.m., Program

**Location:** Salvatore's Function Facility, 354 Merrimack Street, Lawrence; 978-291-0220, [www.salvatoresrestaurants.com/#lawrence-riverwalk](http://www.salvatoresrestaurants.com/#lawrence-riverwalk)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Vaccine Preventable Disease Update: Measles, Pertussis, Herpes Zoster and Human Papillomavirus

**Description:** A comprehensive overview of the principles of epidemiology and prevention of vaccine preventable diseases such as measles, pertussis, herpes zoster and human papillomavirus. Disease specific information, vaccines, and current immunization guidelines will be discussed.

**Presenter:** Patricia A. Halon, DNP, FNP-BC

**Date:** Oct. 16, 2012

**Time:** 5 – 5:45 p.m., Dinner/Registration

5:45 – 9 p.m., Program

**Location:** Angelica's Restaurant and Functions, 49 South Main St. (Rte. 114), Middleton; 978-750-4900, [www.angelicas-online.com](http://www.angelicas-online.com)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## What to Do When the Massachusetts Board of Registration in Nursing (Mass. BORN) Comes Knocking on Your Door

**Description:** This program will enhance the nurse's understanding of the Massachusetts Nurse Practice Act; the dimensions of nurse licensure; the role of the Massachusetts Board of Registration in Nursing (Mass. BORN) in assuring professional accountability; the Mass. BORN disciplinary process; and nurse liability protection.

**Presenter:** Janet E. Michael, MS, JD, RN

**Date:** Nov. 13, 2012

**Time:** 5 – 6 p.m., Registration/Dinner

6 – 9 p.m., Program

**Location:** Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, [www.danversport.com/contact.htm](http://www.danversport.com/contact.htm)

**Fee (by check only):** Member/Associate Member, free\*; Non-member, \$95.

\*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on Page 20 and submit to the MNA Regional Council 3, PO Box 1363, Sandwich, MA 02563. For questions, please contact Region 3 at 508-888-5774 or email [region3@marn.org](mailto:region3@marn.org)

**To register:** complete the Regional Registration Form located on Page 20 and submit to the MNA Regional Council 4, 50 Salem Street, Building A, Lynnfield, MA 01940. For questions, please contact Region 4 at 781-584-8012 or email [region4@marn.org](mailto:region4@marn.org)



## Mental Health Update: Bipolar Disorder and Borderline Personality Disorder

**Description:** This program will enhance the nurse's ability to provide care to patients with a spectrum of mood disorders and personality disorders through an understanding of the primary focus of diagnosis and treatment as well as the impact on other health-related areas.

**Presenter:** Mary Linda O'Reilly MS, APRN, BC

**Date:** Sept. 12, 2012

**Time:** 5:30 – 6 p.m., Registration/Light Dinner

6 – 9 p.m., Program

**Location:** MNA Headquarters, 340 Turnpike Street, Canton; 781-821-4625, [www.massnurses.org](http://www.massnurses.org)

**Fee (by check only):** Member/Associate Member, free\*. Non-member, \$95. \*Requires \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## The Kinematics and Initial Assessment of a Multi-System Trauma Patient

**Description:** This program will provide a better understanding of mechanisms of injury and the initial assessment of the adult and pediatric multi-trauma patient.

**Presenter:** Joseph S. Blansfield, RN, MS, ANP-BC

**Date:** Oct. 24, 2012

**Time:** 5 p.m., Registration

5:15 p.m., Dinner

6 – 9 p.m., Program

**Location:** Lombardo's, 6 Billings St., Randolph; 781-986-5000, [www.lombardos.com](http://www.lombardos.com)

**Fee (by check only):** Member/Associate Member, free\*, Non-member, \$95. \*Requires \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

## A Social Networking Media: Implications for the Nurse

**Description:** This program will discuss the implications for the nurse related to the use of social networking sites such as Facebook, Twitter and blogs. Presenter will use current cases in which use of social media resulted in HIPAA violations, employee discipline and background searches of prospective employees.

**Presenter:** James A.W. Shaw, ESQ

**Date:** Nov. 8, 2012

**Time:** 5:30 – 6 p.m., Registration/Dinner

6 – 9 p.m., Program

**Location:** MNA Headquarters, 340 Turnpike Street, Canton, MA; 781-821-4625, [www.massnurses.org](http://www.massnurses.org)

**Fee (by check only):** Member/Associate Member, free\*, Non-member, \$95. \*Requires \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located Page 20 and submit to the MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021. For questions, please contact Region 5 at 781-821-8255 or email [region5@mnarn.org](mailto:region5@mnarn.org)

## MNA HEADQUARTERS

### A Multi-disciplinary Approach to Caring for Sexual Assault Patients: The Initial Response

**Description:** This program will provide a comprehensive overview of the multi-disciplinary approach to caring for sexual assault patients. It will include the key elements of rape definition and discuss the important considerations for evidence collection. The program will also review the importance of chain of custody and nursing management regarding emergency contraception, sexually transmitted disease risk factors, treatment and documentation. The importance of involving rape crisis for the traumatized patient will also be reviewed.

**Presenters:** Carolyn Foster, MS; Lt. George Juliano, Boston Police Sexual Assault Unit; Karen Hazard, RN, S.A.N.E; Laurie Ferguson, RN, S.A.N.E; Claire Shastany, RN, S.A.N.E; Cindy Moore, RN, PNP

**Date:** Aug. 14, 2012

**Time:** 8 – 8:30 a.m., Registration

8:30 a.m. – 4 p.m., Program/Light Lunch

**Fee:** Member/Associate Member, free\*; Non-member, \$195. \*Requires a \$50 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Theresa Yannetti, 781-830-5727.

### Psychological Effects of Chronic Illness

**Description:** This program will address the psychological effects experienced by chronically ill patients and related nursing management. Patient responses to be discussed include the grieving process; body image changes; self image; self esteem; independence/powerlessness; emotional responses; effects on relationships; and adaptive coping mechanisms.

**Presenter:** Lee Murray, RN, MS, CS, CADAC

**Date:** Sept. 11, 2012

**Time:** 5 – 5:30 p.m., Registration/Light Dinner

5:30 – 9 p.m., Program

**Fee:** Member/Associate Member, free\*; Non-member, \$95. \*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Phyllis Kleingardner, 781-830-5794.

### Diabetes: What Nurses Need to Know

**Description:** This program will discuss the pathophysiology and classification of Diabetes-Types 1 and 2. Oral pharmacological agents and a comprehensive update on insulin therapy will be presented. Nursing management of the newly diagnosed patient and diabetic patients in the pre/post operative, ambulatory and homecare settings will be addressed.

**Presenter:** Ann Miller, ANP, MS

**Date:** Sept. 13, 2012

**Time:** 8 – 8:30 a.m., Registration

8:30 a.m. – 4 p.m., Program/Light Lunch

**Fee:** Member/Associate Member, free\*; Non-member, \$195. \*Requires a \$50 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Liz Chmielinski, 781-830-5719.

**To register:** Complete the MNA Headquarters Registration Form located on Page 21 or register online at [massnurses.org](http://massnurses.org). Credit card payment is available for CE courses offered at MNA headquarters.

# MNA HEADQUARTERS

## Surgical Complications: Nursing Management

**Description:** This course will discuss the nursing implications for the different types of anesthesia. The nursing management of respiratory, cardiac and hemodynamic post-operative complications will be described. Post-operative pain management and symptom management will also be explored.

**Presenter:** Pat Rosier, MS, RN, ACNS-BC

**Date:** Sept. 27, 2012

**Time:** 5 – 5:30 p.m., Registration

5:30 p.m. – 8:30 p.m., Program/Light Supper

**Fee:** Member/Associate Member, free\*; Non-member, \$95. \*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Susan Clish, 781-830-5723.

## Alcohol Withdrawal: Nursing Management

**Description:** This program will enhance the nurse's assessment and management of the acutely ill, hospitalized patient with alcohol withdrawal. The actions, indications and nursing considerations and management regarding pharmacological treatments will be described.

**Presenters:** Donna White, Ph.D., RN, CS, CADAC; Deidre Houtmeyers, RN, MS, LADC1, CARN

**Date:** Oct. 18, 2012

**Time:** 5 – 5:30 p.m., Registration/Light Dinner

5:30 – 8:30 p.m., Program

**Fee:** Member/Associate Member, free\*; Non-member, \$95. \*Requires a \$25 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Theresa Yannetty, 781-830-5727.

## Domestic Violence: Its Multiple Dimensions — A Comprehensive Program for Nurses

**Description:** Participants attending this program will learn how to recognize risk factors for domestic violence as they relate to diverse populations/cultures (e.g., gender specific, pregnancy, teens, disabled, elderly, military personnel, minority groups) and how nurses can facilitate a victim's ability to develop a plan for his/her safety. Nursing interventions will be addressed through case studies and role-play. Nurses' understanding of the impact of domestic violence on the individual, children, families and society will be enhanced.

**Presenters:** Susan Butler, RN, MSN, CS, PhD;

Ruth Karacek, RN, MPH, CCM;

Karen Hetzel, RN, PhD, PMHCNS-BC;

Marian Ryan, JD;

Erin Miller, MPS, MPA, CASAC-T;

Other Presenters: TBA

**Date:** Oct. 26, 2012

**Time:** 8 – 8:30 a.m., Registration

8:30 a.m. – 4 p.m., Program/Light Lunch

**Fee:** Member/Associate Member, free\*; Non-member, \$195. \*Requires a \$50 placeholder fee, which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Phyllis Kleingardner, 781-830-5794.

**To register:** Complete the MNA Headquarters Registration Form located on Page 21 or register online at [massnurses.org](http://massnurses.org). Credit card payment is available for CE courses offered at MNA headquarters.

# REGIONAL REGISTRATION

**Registration Directions:** Registration will be processed on a space available basis. All programs are free to members, however, there is a placeholder fee of \$25 for all evening programs and \$50 for all full day programs. This fee will be returned upon attendance at the program. Program fees for non-members are \$95 for evening programs and \$195 for all full day programs. If registrants do not attend the program or call to cancel, the fee will NOT be refunded. Please submit a **separate check for each program** and mail to the appropriate region office. If registering for programs in more than one region, please duplicate the registration form or download from [www.massnurses.org](http://www.massnurses.org) and submit registration forms to the appropriate region offices with the specified fee.

**Payment:** Payment may be made by mailing a **separate check for each course** to the appropriate regional headquarters. At this time regional offices are unable to process credit card information for this purpose. Thank you for your understanding on this matter.

**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 Region Office registration contact telephone number to determine whether a program will run as originally scheduled. Registration fee 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. Please avoid wearing scented personal products when attending MNA continuing education programs.

**Disability Help:** Please contact the MNA Regional Council Office with any questions about special needs accessibility.



Please print. Mail this completed form along with a separate check for each course to appropriate region.

Please make copies of this form for courses at multiple regions or download this brochure at [www.massnurses.org](http://www.massnurses.org).

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Place of Employment: \_\_\_\_\_

\_\_\_\_\_ RN \_\_\_\_\_ LPN \_\_\_\_\_ APN \_\_\_\_\_ Other (specify) \_\_\_\_\_

**Region 1** Make check payable to: MNA Region 1 Office and mail to MNA Region 1 Office, 241 King Street, Suite 226, Northampton, MA 01060.

- Acute and Chronic Renal Disease** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Health Care Issues in the LGBT Patients** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Psychological Effects of Chronic Illness & Nursing Management of the Patient with Concurrent Psychiatric and Medical Surgical Problems** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee

**Region 2** Make check payable to: MNA Region 2 and mail to MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604.

- Stroke: What Nurses Need to Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Diabetes Pharmacology: Insulin and Insulin Pumps** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Lateral Violence and its Impact on Nursing** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Region 3** Make check payable to: MNA Region 3 and mail to MNA Regional Council 3, PO Box 1363, Sandwich, MA 02563.

- Difficult Conversations in End of Life Care** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- The Nursing Professional: Essential, Valued, Priceless** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Rescuing the Airways: Management of Acute Respiratory Failure** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Region 4** Make check payable to: MNA Regional Council 4 and mail to MNA Regional Council 4, 50 Salem Street, Building A, Lynnfield, MA 01940.

- Childhood Mental Health: Implications for Nursing** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Vaccine Preventable Disease Update: Measles, Pertussis, Herpes Zoster and Human Papillomavirus** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- What to Do When the Mass. BORN Comes Knocking on Your Door** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Region 5** Make check payable to: MNA Region 5 Office and mail to MNA Region 5, 340 Turnpike Street, Canton, MA 02021.

- Mental Health Update: Bipolar Disorder & Borderline Personality Disorder** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- The Kinematics and Initial Assessment of a Multi-System Trauma Patient** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- A Social Networking Media: Implications for the Nurse** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

# MNA HEADQUARTERS REGISTRATION

**Registration Directions:** Registration will be processed on a space available basis. All programs are free to members; however, there is a placeholder fee of \$25 for all evening programs and \$50 for all full-day programs. This fee will be returned upon attendance at the program. Program fees for non-members are \$95 for evening programs and \$195 for all full-day programs. If registrants do not attend the program or call to cancel, the fee will NOT be refunded.

**For courses offered at MNA headquarters, registration/payment of fee is available online. Visit our Web site at [massnurses.org](http://massnurses.org) and register for the course of your choice from our Events Calendar.**

**Payment:** Payment may be made with a Master Card, Visa, AMEX or Discover by calling the MNA contact person listed or by mailing a **separate check for each program** to the MNA, 340 Turnpike St., Canton, MA 02021.

**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 originally scheduled. Registration fee 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. Please avoid wearing scented personal products when attending MNA continuing education programs.

**Disability Help:** Please contact the MNA Division of Nursing with any questions about special needs accessibility.

## Directions to MNA Headquarters

**From Logan International Airport:** Take the Ted Williams Tunnel. Follow signs to I-93 S/Southeast Expressway. Stay on I-93 S for approximately 15 miles. Take Exit 2A/Route 138 S/Stoughton. Follow directions from Route 138 below.

**From Boston:** Take I-93 S/Southeast Expressway. Stay on I-93 S to Exit 2A/Route 138 S/Stoughton. Follow directions from Route 138 below.

**From Cape Cod/South Shore:** Take Route 3 N. Merge onto US-1 S/I-93 S via exit number 20 on the left toward I-95/ Dedham. Take Exit 2A/ RT-138 S/Stoughton. Follow directions from Route 138 below.

**From the North:** Take I-95 S/Route 128 S to I-93 N/ US-1 N. You will see a sign reading "I-93 N Boston." Continue onto I-93 N/US-1 N for 1.2 miles. Take Exit 2A/Route 138 S/Stoughton. Follow directions from Route 138 below.

**From the West:** Take Mass. Pike East to I-95 S/Route 128 S. Take I-95 S/Route 128 S to I-93 N/US-1 N. You will see a sign reading "I-93 N Boston." Continue onto I-93 N/US-1 N for 1.2 miles. Take Exit 2A/Route 138 S/Stoughton. Follow directions from Route 138 below.

**From Route 138 (Turnpike Street):** Drive approximately 2 miles (you will pass through two traffic lights). Take a left at the billboard which reads 320-348 Turnpike Street. Follow the road, which curves to the right. You will see the brick Massachusetts Nurses Association building. The MNA is on the second floor.

**Due to heavy traffic volume on major roadways, please allow extra travel time.**

**Now Available**  **Online registration for courses offered at MNA Headquarters. Go to [www.massnurses.org](http://www.massnurses.org).**

Please print. You may make copies of this form or download this brochure at [www.massnurses.org](http://www.massnurses.org).

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Place of Employment \_\_\_\_\_ MNA Member  Non-Member

\_\_\_\_\_ RN \_\_\_\_\_ LPN \_\_\_\_\_ APN \_\_\_\_\_ Other (specify) \_\_\_\_\_

*Please mail this completed form with check made payable to MNA at: Massachusetts Nurses Association • 340 Turnpike St. • Canton, MA 02021*

*Payment may also be made by:*  VISA  MasterCard  American Express  Discover

Account #: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ Security Code: \_\_\_\_\_

For Credit Card registrations you may fax this form to: 781-821-4445; please call to verify receipt, 781-821-4625.

For office use only: Chg code: \_\_\_\_\_ Amt: \_\_\_\_\_ Date: \_\_\_\_\_ Ck#: \_\_\_\_\_ Ck.Date: \_\_\_\_\_ Init: \_\_\_\_\_

**A Multidisciplinary Approach to Caring for Sexual Assault Patients: The Kit, Care and Follow-up** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee

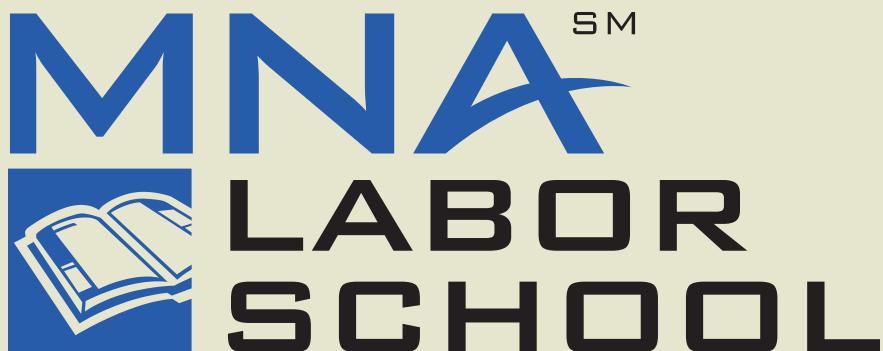
**Psychological Effects of Chronic Illness** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Diabetes: What Nurses Need to Know** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee

**Surgical Complications: Nursing Management** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Alcohol Withdrawal: Nursing Management** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Domestic Violence: Its Multiple Dimensions — A Comprehensive Program for Nurses** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee



### Track 1: Leadership Development and the MNA/NNU

Region	1	2	3	4	5
<b>Week 1:</b> Overview of the MNA and the NNU, Bylaws, Board of Directors and Committees, Divisions & Associate Directors, Central Labor Councils and the State AFL-CIO	C O	TBA	C O	C O	C O
<b>Week 2:</b> Labor History and the Core Values of the Union, Labor and Community Coalitions, Workplace Actions and Strikes, Work to Rule	M P	TBA	M P	M P	M P
<b>Week 3:</b> Member Participation and Internal Organizing/Mapping the Workplace, Union Building Tools—Internal Communications, Contract Language, Unit Newsletters & Bulletin Boards	L E T	TBA	L E T	L E T	L E T
<b>Week 4:</b> Running Union Membership Meetings, Leadership Development and Officer Elections, Dealing with Apathy, Organizing Around Grievances	E D	TBA	E D	E D	E D

### Track 3: The Collective Bargaining

Region	1	2
<b>Week 1:</b> Collective Bargaining and the Legal Foundation, Process Overview, Ground Rules, Bargaining Committees and the Contract Action Teams	C O	8/21
<b>Week 2:</b> Preparing for Bargaining - Surveys, Calendar, Priorities, Defining and Developing a Contract Campaign, The Committee Decision Making Process	M P L	8/28
<b>Week 3:</b> At the Bargaining Table – Tactics and Signals, Roles at the Table, Writing Contract Language, Leverage & Pressure Tactics, Use of the Media	E T	9/18
<b>Week 4:</b> Contract Costing, Strikes & Job Actions, Mediation, Impasse, Agreement, Committee Recommendation and Ratification	E D	9/25

### Track 4: Computer Training

Region	1	2
<b>Week 1:</b> Excel	7/25	
<b>Week 2:</b> Excel	8/8	
<b>Week 3:</b> Excel	8/22	
<b>Week 4:</b> Word	9/5	
<b>Week 5:</b> Word	9/19	
<b>Week 6:</b> Using the Internet and MNA email	TBA	

### Track 5: Labor Law and Special

Region	1	2	3	4	5
<b>Week 1:</b> Role of the Floor Rep., Identifying Grievances vs. Complaints, Review of the Grievance Procedure and Time Lines	C O	7/10	C O	C O	C O
<b>Week 2:</b> Grievance Investigation and the Right to Information, Discipline and Just Cause, Past Practice	M P L	7/17	M P L	M P L	M P L
<b>Week 3:</b> Writing & Filing Grievances, Preparing the Case, Weingarten Rights, Organizing around Grievances	E T E	7/24	E T E	E T E	E T E
<b>Week 4:</b> Presenting the Grievance, Settling Grievances, Arbitration, ULPs	D	7/31	D	D	D

Region	1	2
<b>Week 1:</b> Family and Medical Leave Act, Mass. Small Necessities Leave Act, Worker Adjustment and Retraining Notification Act		
<b>Week 2:</b> Fair Labor Standards Act, Labor-Management Reporting and Disclosure Act, HIPAA		
<b>Week 3:</b> Workers Compensation, Occupational Safety and Health Act, Americans with Disabilities Act, USERRA		
<b>Week 4:</b> The Kentucky River/Oakwood Cases and the NLRB and Nurse Supervisory Issues, The National Labor Relations Act and Chapter 150(e)		

After a one year hiatus the MNA Labor School is being re-launched. The Labor School has been overhauled and updated. There are now five separate tracks each comprised of four weeks of classes. Only the computer training track will have six weeks of classes to allow enough time to cover all of the material.

Tracks listed in red for Regions 1, 2 and 5 will have classes offered twice each day: from 10 a.m.–noon and from 5–7:30 p.m. Snacks are provided for the morning classes and a light meal is provided for the evening classes.

At the conclusion of each track, participants receive a certificate 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.

Pre-registration through the respective Regional office is necessary. All courses are free and open to any MNA member.

Process		
3	4	5
		C O M P L E T E D

Topics		
3	4	5
		7/16
		7/30
		8/13
		8/27
		9/10
		9/24

Topics		
3	4	5



For further details:  
[massnurses.org](http://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

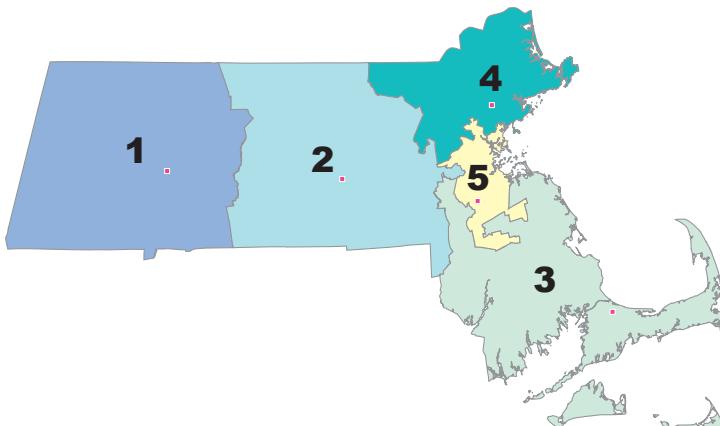
60 Route 6A  
Sandwich  
508.888.5774

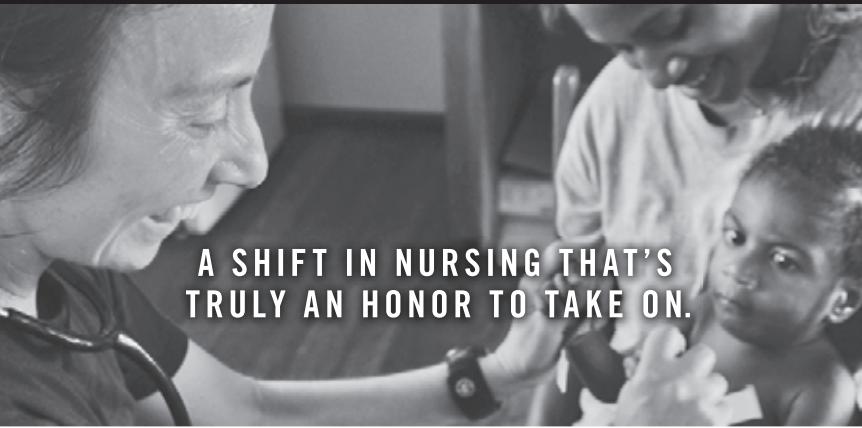
### Region 4, North Shore

50 Salem Street, Building A  
Lynnfield  
781.584.8012

### Region 5, Greater Boston

MNA Headquarters  
340 Turnpike Street, Canton  
781.821.8255





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On-demand podcasts at [www.nursetalksite.com](http://www.nursetalksite.com)

## MNA Board Of Directors highlights

June 21, 2012

- The BOD approved the FY 2013 proposed budget as recommended by the Finance Committee.
- Maryanne McHugh, director of legislation, updated the BOD on the campaign to save Taunton State Hospital. An amendment was filed to the state budget. It has been released from the House and Senate. The next step in the budget process is it goes to conference committee.
- Our Mandatory Overtime (MOT) language was included in the Health Care Payment Reform bill, thanks to the hard work of Reps. Denise Garlick (D-Needham) and Steve Walsh (D-Lynn). This will also now go to conference committee. Postcards are going out to members asking them to contact their state Senators to support the ban on mandatory overtime.
- The city of Worcester, in partnership with the Worcester School Department, has budgeted for a full-time nurse in every public school for the next school year. This is the result of many years of advocacy by the Worcester school nurses who have worked hard to educate Worcester School Committee members and other elected officials about the complexity of the role of the school nurse and the need for a nurse in every

school for the entire day.

- The BOD approved a local bargaining unit assessment tool as an effective way to assess bargaining units' strengths and weaknesses.
- The Congress on Nursing Practice developed a 10-step reminder for MNA members in using social networking, "Professional Recommendations for Electronic Communication." The BOD approved.
- The BOD approved a position statement on "Treating an Initial Exposure to Blood and Body Fluids as a True Emergency" that was developed by the Congress on Health & Safety
- MNA Survey:** The MNA Survey that was distributed at the Labor Leader Summit will be making its way to members via mailings, meetings and the website. Please fill them out and return to the Membership Division by Aug. 10. To fill them out online, please visit [www.massnurses.org](http://www.massnurses.org).
- MNF Online Auction:** MNF is launching a new online auction that will run from July 1 through Aug. 20 to help raise money for MNF scholarships. Please visit [www.biddingforgood.com/mnf](http://www.biddingforgood.com/mnf) to check view auction items. ■

## MNA membership dues deductibility in 2011

This table shows the percentage of MNA dues paid in 2011 that may **not** be deducted from federal income taxes. Federal law disallows the portion of membership dues used for lobbying expenses.

Region	Percent
All Regions	5.0%

**The MNA<sup>SM</sup> Traveler** **EUROPE 2012**

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September 19 – 28, 2012. Price \$1999

This wonderful 7-night tour visits three key historic cities in Europe. We will take- in all the highlights of Prague, Vienna and Budapest. In Prague we will visit the Karlstejn and Konopiste Castles.. While in Vienna for two nights, we will tour the Schonbrunn Palace, the Versailles of Vienna as well as St. Stephen's Cathedral. In addition to a panoramic tour of Budapest, we will visit the Fisherman's Bastion, the Esztergom Treasury and the Visegard Castle. There will be ample time for shopping and relaxing in each of the three famous cities. This trip includes round trip air from Boston, transfers to and from the hotel. Also includes breakfast and dinner daily as well as full sightseeing tours.

Prices listed above include air, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast, reserve early. For more information on this great vacation and to be placed in a database to receive yearly flyers, contact

Carol Mallia at [cmallia@mnarn.org](mailto:cmallia@mnarn.org) with your mailing address.

\*Prices listed are per person, double occupancy based on check purchase. Applicable departure taxes are **NOT** included in the listed prices. Credit card purchase price is \$50 higher than listed price.

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### 2012 SPEAKERS

**Edie Brous, RN, ESQ** is a nurse attorney representing nurses in New York, New Jersey and Pennsylvania. She is the current President of the American Association of Nurse Attorneys and is an expert on HIPAA and Social Networking issues affecting nurses and nursing practice.

**Sam Donta, MD** is an expert in Infectious Disease Medicine and a leading authority on Lyme Disease which has reached epidemic status in Massachusetts. Dr. Donta has a practice in infection control in Falmouth, Massachusetts.

**Professor Robert Forrest** is a professor at U-Mass Lowell and is a researcher on program evaluation activities for the Organization for Economic Cooperation and multiple other organizations. He is an author and has published numerous articles on industrial development.

**Linda Kenney** is the President/Executive Director of MITSS (Medically Induced Trauma Support Services). **Stephen Pratt, MD** is an Anesthesiologist and Chief of the Division of Quality and Safety for the Department of Anesthesia at Beth Israel Deaconess Medical Center. They will discuss the emotional impact that adverse events, medical errors and other unanticipated outcomes have on health care providers.

**Lilly Ledbetter** was the plaintiff in the employment discrimination case *Ledbetter v. Goodyear Tire and Rubber Co.* She has since become a women's equality activist.

**Deborah Whalen, RN** is the Clinical Practice Manager and Nurse Practitioner for Cardiovascular disease at the Boston Medical Center. She is involved in designing care for this patient population and managing their day to day care.

### SCHEDULE

#### Tuesday, October 2

7:30-9:00 p.m. Region 1 evening function  
For further information contact  
Region 1 office: 413-584-4607

#### Wednesday, October 3

7:30-8:30 a.m. Labor Program's Continental Breakfast, Registration and Silent Auction  
8:30-8:45 a.m. Welcome and Opening Remarks with Donna Kelly-Williams  
8:45-10:15 a.m. Keynote: Lilly Ledbetter  
10:15-10:30 a.m. Break  
10:30-11:15 a.m. *Bread and Roses Strike of 1912*  
Professor Robert Forrest  
11:15-12:00 p.m. Bargaining Unit Reports  
12:00-1:15 p.m. Lunch  
1:15-2:00 p.m. "We Were There" a Multi-Media Womens' Labor History Project  
2:30-4:30 p.m. Baystate Action  
5:00-7:00 p.m. Labor Conference Reception, Springfield Sheraton  
6-7 p.m. Awards Dinner Registration/Reception, Log Cabin, Holyoke, MA  
7-10 p.m. Awards Dinner

#### Thursday, October 4

7:00-8:30 a.m. Registration/Continental Breakfast, Exhibits, & Silent Auction  
8:30-10:00 a.m. Keynote: *The Second Victim in Medical Error*  
10:00-10:45 a.m. Coffee, Exhibits, Silent Auction  
10:45-11:45 a.m. Plenary: *Heart Disease in Women*  
11:45 a.m.-12:15 p.m. Mobilizing on Safe Staffing  
12:15 p.m.-2 p.m. Lunch, Exhibits, Silent Auction  
12:15 -2 p.m. Unit 7 Annual Meeting/Lunch  
2 p.m. Exhibits Close  
2 p.m. MNA Business Meeting  
7-8 p.m. President's Reception  
8 p.m.-12 a.m. Fun Event

#### Friday, October 5

7:30-8:30 a.m. Silent Auction closes, Registration, Full Breakfast  
7:30-9 a.m. MNA PAC Meeting  
9:30-11 a.m. Keynote: *Lyme Disease, A Massachusetts Epidemic*  
11:00-11:15 a.m. Break  
11:15 a.m.-12:15 p.m. Plenary: *Social Media in the Workplace*  
7:30 a.m.-12:30 p.m. MASNA Student Program  
1 p.m. Region 1 Event: An Irish Lunch with Kevin O'Hara Author of "*A Lucky Irish Lad*"

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**October 3, 4, 5**

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