

Efforts Move Forward to Enforce New Law for Safe Patient Limits in Hospital ICUs

For the past three and a half months, a new law has been in effect that is designed to guarantee safe patient limits for nurses working on all hospital intensive care units. Since its inception, the MNA/NNU has been working with nurses in our bargaining units and with appropriate public officials to enforce the new law. As this issue of the *Massachusetts Nurse Advocate* went to press, the state's Health Policy Commission released draft regulations that will, when finalized, detail all aspects of the new law (see details below). The MNA/NNU is now reviewing these draft regulations and will be working on revisions as needed in the coming weeks.

The law, entitled "An Act Relative to Patient Limits in All Hospital Intensive Care Units," sets safe patient limits for RNs who work in hospital ICUs throughout Massachusetts and guarantees that no nurse can be assigned more than one patient or, in certain circumstances, a maximum of two patients based on the assessment of the staff nurses on that unit. The law applies to every type of intensive care unit in all the state's hospitals, including medical intensive care units, surgical intensive care units, coronary care units, neonatal intensive care units, and pediatric intensive care units. While we work on enforcing this new law, the MNA/NNU has filed legislation in the new legislative session to extend these limits to all units in the hospital.

What the Law Does

The law sets a limit of one patient per nurse. A nurse can only take a second patient based on the assessment of the staff nurses on the unit and an as-yet to be developed acuity tool. The acuity tool will

have standardized criteria to help determine the stability of the patients, and all hospitals will be expected to build their tools according to the same criteria. Until a hospital's acuity tool is finalized, the staff nurses on the unit will determine if and when a second patient can be assigned. If they can't agree, a supervisor or manager can be called in to help make the determination. Under no circumstances can an ICU nurse be assigned a third patient.

The state's Health Policy Commission (HPC) is regulating the implementation of the new law, and it was responsible for drafting the recently-released criteria that hospitals should use when developing their acuity tools. HPC will also be developing the method of public reporting of staffing compliance in hospital ICUs, as well as the identification of approximately four patient-safety quality indicators that will ultimately be used to evaluate the law's success.

The initial draft regulations specific to the acuity tool, which were released on Jan. 6, included a very precise statement that clarifies there is a limit of one or two patients per nurse "at all times during a shift (i.e., no more than two patients)." This is very important, as many hospitals have been expecting nurses to take on a third or even fourth patient when ICU nurses go off the unit to transport the patient or when they go on a break. The regulations echo and enforce what the law has always intended, which is it is never acceptable to for nurse to be assigned a third patient under any circumstance.

However, the MNA has serious concerns about other aspects of these draft regulations. Specifically, the regulations fail

Continued on page 2

Since its inception, a number of hospitals across the state have failed to comply with the law, and the Massachusetts Hospital Association attempted to claim that the law was not in effect until the HPC completed its acuity tool. In response to this false claim, the DPH sent letters to all hospital administrators in early November informing them that the new ICU law was now in effect and must be followed immediately. The MNA/NNU is also asking members to help document instances where management fails to follow the law and assigns ICU nurses a patient assignment that conflicts with their assessment (i.e., you believe you should be singled, yet your manager assigns a second patient; your manager forces you to take on a third patient when another nurse goes on a break). Special ICU Staffing Violation forms have been developed and should be available to ICU nurses in all bargaining units. Call your MNA representative if you need a form but do not yet have access to any on your floor.

to make clear that the baseline staffing assignment for any ICU nurse is one nurse to one patient, which is the clear intent of the law. The MNA will demand stronger language to this effect in the final regulations.

The regulations also fail to follow our strong recommendation that the HPC be prescriptive in delineating specific clinical conditions for ICU patients that would prevent a nurse taking on a second patient. Instead, the regulations stipulate a process whereby individual hospitals will form "advisory committees" with staff nurses making up at least 50 percent of each committee. From there, each individual committee would develop a hospital specific-acuity tool that would then be submitted to DPH to be certified for use at the hospital. The problem is the committee is purely advisory, and upper management retains the right to submit

the final tool to DPH. The MNA opposes any process that grants hospital administrators final say over what constitutes acuity, and thereby the staffing level at a hospital. We have too much experience with hospital administrations forming staffing advisory committees in the past and then failing to follow the resulting recommendations.

Over the next two months, these draft regulations will be open for public comment, and a public hearing will be held in March as part of this process. The MNA will be turning to its members for support at this important hearing; stay tuned for details on when, where and how to help. In the meantime, the MNA will be working tirelessly over the coming weeks to advocate for all of the changes necessary to ensure the intent of the law is followed. Final regulations are expected to be released in the spring.

Law Sets Foundation for Expansion of Limits to Other Units

Having established a foundation for safe patient limits for ICUs with the new law, the MNA/NNU recently filed legislation to extend patient limits to all other hospital units as part of the new 2015-2016 legislative session.

"This measure will protect the most critically ill patients and it breaks the decade-long logjam on Beacon Hill over the issue of establishing an enforceable maximum limit on the number of patients a nurse can care for at one time," said MNA/NNU president Donna Kelly-Williams. "More importantly, it moves us closer to our ultimate goal, which is to extend safe patient limits beyond the ICUs to all other units of our hospitals to protect all patients."

Important documents to access online at www.massnurses.org

Massachusetts Nurses Association
Full member (75 percent) of applicable dues rate

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

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

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

Application for Minimum Hours Reduced Dues Category
Please print clearly and submit to the Membership Division of MNA by April 1.

Name _____ Phone _____
Address _____
City _____ State _____ Zip _____

This is to certify that I _____ RN was paid for a total of _____ hours in the year January 1, 2014 through December 31, 2014* at the following MNA facility(s) of employment (list each MNA facility separately):

- _____
- _____
- _____

MNA will contact your employer for documentation confirming eligibility. You will be notified of the final status of your application no later than June 30, 2015. All member notices will be made to your MNA member email.

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

Signed _____
Date _____

Confirmation of receipt of this application will be emailed to your MNA email account within 72 hours of receipt.

Contact Division of Membership, 781-821-4625, if you need assistance accessing your member email.

Massachusetts Nurses Association **MNA** National Nurses United
Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

Call for Nomination/Consent to Serve for the 2015 MNA General & NENA Delegate Elections

I am interested in active participation in:

MNA General and NENA Delegate Election

<input type="checkbox"/> President, Labor* (1 for 2 years)	<input type="checkbox"/> Bylaws Committee (3 for 2 years)
<input type="checkbox"/> Secretary, Labor* (1 for 2 years)	<input type="checkbox"/> Director on Health Policy (5 for 2 years)
<input type="checkbox"/> Director At-Large, General* (2 for 2 years)	<input type="checkbox"/> Director on Health & Safety (5 for 2 years)
<input type="checkbox"/> Director At-Large, Labor* (4 for 2 years)	<input type="checkbox"/> Center for Nursing Ethics & Human Rights (2 for 2 years)
<input type="checkbox"/> Labor Program* (1 for 2 years) [non-BAE]	<input type="checkbox"/> At-Large Position in Regional Council (2 for 2 years)
<input type="checkbox"/> Nominations Committee (5 for 2 years) [1 per region]	<input type="checkbox"/> NENA Delegate, Labor (9 for up to 3 years)

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

Please type or print - Do not abbreviate

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

Work Title _____ Employer _____
MNA Membership Number _____ MNA Region _____
Address _____
City _____ State _____ Zip _____
Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

Present or Past MNA Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.) Past 2 years only

MNA Offices	Regional Council Offices

Candidates may submit an emailed statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be in particular to the position which you seek. This statement will be used in the candidate biography and published on the Massachusetts Nurses Association website. Statements, if used, must be emailed to elect@massnurses.org, subject: elections no later than June 5, 2015.

Signature of Member _____ Signature of Nominator (leave blank if self-nomination)

Received Deadline: All nominations/consent forms must be received by 4:30 p.m. on May 29, 2015

Return To: Nominations and Elections Committee
Massachusetts Nurses Association
340 Turnpike Street, Canton, MA 02021
Fax: 781-821-4445 Email: massnurses@massnurses.org

- Application must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee. Candidate statements must be emailed to massnurses@massnurses.org.
- If you need assistance accessing your MNA webmail contact member@massnurses.org.
- Acknowledgment of receipt of your submission will be emailed to your MNA webmail account within 48 hours of receipt.
- Retain a copy of this form for your records.
- Forms also available on MNA Web site: www.massnurses.org under applications and forms.

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continuing education
Winter/Spring 2015

Now Available Online registration for courses offered at MNA Headquarters.
Go to www.massnurses.org.

REGISTER NOW FOR
10th Annual
Clinical Nursing
Conference
Details inside

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.

Reduced dues application available online. Be sure to fill out and return for the received by date of April 1, 2015.

Consent to serve for MNA/NENA elections application available online. Must be submitted by May 29, 2015.

The following pages are dedicated to supplying you with information about our winter and spring continuing education classes as well as our upcoming Clinical Conference in May.

REGION 1



REGION 2



TWO-PART, ALL DAY EVENT

Morning Session: Situation Critical: Street Drug Abuse - What Nurses Should Know

Description: This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances.

Presenter: Charlene L. Richardson, MSN, RN, CEN, LNC

Date: March 24, 2015

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

Afternoon Session: Learn to Cope Program

Description: This program will enable the nurse to understand the current drug epidemic in Massachusetts and implications for nursing practice.

Learn to Cope: A Model for Addiction Support and Coping
Addiction is a leading health care crisis and epidemic throughout the country. This program will describe the personal crisis that a family experiences when a loved one develops an addictive disease. Models of support will be discussed for families during recovery of after death. Understanding of the impact of addictive disease is a critical component for the nurse in caring for these patients and their families.

Presenter: Joanne Peterson

Time: 1-3:30 p.m., Program

Location: Cranwell Resort, Route 20, Lenox; 413-637-1364; www.cranwell.com

Fee (by check only): Member/Associate Member, free*; Non-Members, \$195. *Requires a \$50 placeholder fee which will be returned upon attendance at program.

Contact hours: Will be provided.

Child Abuse and Its Mimics

Description: This program will provide nurses with information on the assessment of unusual physical examination findings vs. potential abusive injury, review laws and regulations, including reporting requirements related to children's health and provide guidance in the nursing management of the family and child in such situations.

Presenter: Cynthia L. Moore, CPNP, MSN, RN

Date: April 8, 2015

Time: 5 - 5:30 p.m., Registration/Dinner
5:30 - 7:45 p.m., Program

Location: Hotel Northampton, 36 King Street, Northampton; 413-584-3100, www.hotelnorthampton.com

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

Contact hours: Will be provided.

Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate.

Presenter: Alfred DeMaria, MD

Date: April 29, 2015

Time: 5 - 5:30 p.m., Registration/Dinner
5:30 - 8 p.m., Program

Location: Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077, www.logcabin-delaney.com

Fee (by check only): Member/Associate Member, free*; Non-members, \$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 6 and submit it 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.

Knee Surgery Update: Nursing Management

Description: This program will address current modalities in knee surgery, patient assessment, pre- and post-operative nursing management and the patient's rehabilitative course. Anticipated future developments will also be considered.

Presenter: Nancy Hiltz, RN, MS, OC

Date: March 10, 2015

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 9 p.m., Program

Location: Dudley Gendron American Legion Hall, 158 Boston Road, Sutton; 508-865-2995

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

Contact hours: Will be provided.

Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate.

Presenter: Alfred DeMaria, MD

Date: April 13, 2015

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 8:30 p.m., Program

Location: Beechwood Hotel, 363 Plantation Street, Worcester; 508-754-5789; www.beechwoodhotel.com

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

Contact hours: Will be provided.

Triage Guidelines for School Nurses

Description: This program will enable the nurse to enhance the triage nursing care skills of school nurses caring for children across the lifespan.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC

Date: May 19, 2015

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 8 p.m., Program

Location: Hilton Garden Inn, 35 Major Taylor Boulevard, Worcester; 508-753-5700; www.hiltongardeninn3.hilton.com

Fee (by check only): Member/Associate Member, free*; Non-Members, \$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 6 and submit it to the MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604. For questions, please contact Region 2 at 508-756-5800 or email region2@mnarn.org.

REGION 3



Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate.

Presenter: Alfred DeMaria, MD

Date: March 26, 2015

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

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

Contact Hours: Will be provided.

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- BC

Date: April 16, 2015

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

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

Contact Hours: Will be provided.

Breast Cancer: Latest Advances and Corresponding Nursing Care

Description: This program will discuss the latest advances in breast cancer screening, diagnosis, treatment and survivorship highlighting significant nursing interventions throughout the breast cancer continuum. The role of the nurse navigator in supporting patients through their breast cancer journey will also be reviewed.

Presenter: Rachel Richards, MSN ANP-BC, CBEC

Date: May 21, 2015

Time: 5:30 - 6 p.m., Registration/Dinner
6 - 8:45 p.m., Program

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

Fee (by check only): Member/Associate Member*, free; Non-Members, \$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 6 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@mnarn.org.

REGION 4



Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate.

Presenter: Alfred DeMaria, MD

Date: April 2, 2015

Time: 5 - 6 p.m., Registration/Dinner
6 - 8:30 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com/contact.htm

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

Contact Hours: Will be provided.

Situation Critical: Street Drug Abuse- What Nurses Need to Know

Description: This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances. The program will also provide participants with the role that community response and emergency personnel have that influences and assists with providing care for patients on such substances. Evidence-based interventions will be described.

Presenter: Charlene L. Richardson, MSN, RN, CEN, LNC

Date: April 28, 2015

Time: 5 - 6 p.m., Registration/Dinner
6 - 8:30 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com/contact.htm

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

Contact Hours: Will be provided.

Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses

Description: This program will provide information on the identification, classification, management and clinical interventions for patients with autism spectrum disorders and their families. The role of the nurse and other healthcare providers caring for a child with autism or other special needs will be specifically reviewed.

Presenter: Sue Loring, RN

Date: May 12, 2015

Time: 5 - 6 p.m., Registration/Dinner
6 - 8 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com/contact.htm

Fee (by check only): Member/Associate Member, free*; Non-Members, \$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 6 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@mnarn.org.



Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate.

Presenter: Alfred DeMaria, MD

Date: April 1, 2015

Time: 5 - 5:30 p.m., Registration/Dinner
5:30 - 8 p.m., Program

Location: Lombardo's, 6 Billings St., Randolph; 781-986-5000, www.lombardos.com

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

Contact Hours: Will be provided.

Eating Disorders

Description: This program will address the history, etiology, prevalence, possible causes, early recognition, treatment, and prevention of anorexia nervosa, binge eating disorder, and related disordered eating behaviors. Class discussion will include an overview of the possible causes of, early intervention for, and treatment of obesity. Information will be presented from a multidimensional approach, reviewing the biological, sociocultural, psychological, behavioral, nutritional, and medical modalities of treatment as well as nursing implications.

Presenter: Lyn Goldring, MSN, RN

Date: May 13, 2015

Time: 5 - 5:30 p.m. Registration (light supper provided)
5:30 - 8 p.m., Program

Location: MNA Headquarters, 340 Turnpike Street, Canton, 781-821-8255

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

Contact Hours: Will be provided.

Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses

Description: This program will provide information on the identification, classification, management and clinical interventions for patients with autism spectrum disorders and their families, and specifically review the role of the nurse and other healthcare providers in caring for a child with autism or other special needs.

Presenter: Sue Loring, RN

Date: June 4, 2015

Time: 5 - 5:30 p.m., Registration (light supper provided)
5:30 - 7:30 p.m., Program

Location: MNA Headquarters, 340 Turnpike Street, Canton, 781-821-8255

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

Contact Hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 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@mna.org.

Basic Dysrhythmia Interpretation

Description: This two-part course is designed for registered nurses working with cardiac monitoring. Implications and clinical management of cardiac dysrhythmias will be discussed. The course will include a text book and require study between the sessions.

Presenters: Mary Sue Howlett, MS, RN/FNP-BC, CEN
Carol Mallia, MSN, RN

Dates: March 13, 2015 (Part One)

March 20, 2015 (Part Two)

March 27, 2015 (snow date)

Time: 8:30 - 9:00 a.m., Registration (light lunch provided)
9 a.m. - 3 p.m., Program

Fee: Member/Associate Member, \$30; Non-member, \$195.

***Requires a \$50 placeholder fee which will be returned upon attendance. There is a non-refundable fee of \$30 for workbook and calipers.**

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727

Advanced Cardiac Life Support (ACLS): Certification and Recertification

Description: This AHA course will provide information on the clinical management of medical emergencies through a case study approach. This is a two-day certification and a one-day recertification course. This challenging course is best suited for nurses working in acute or critical care areas. **Attendees must be proficient in dysrhythmia interpretation.**

Presenters: Carol Mallia, MSN, RN; Mary Sue Howlett, MS, RN/FNP-BC, CEN; Charlene Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

Dates: April 8, 2015 and April 15, 2015 (certification)

April 15, 2015 (recertification only)

Time: 8:30 - 9 a.m., Registration

9 a.m. - 5 p.m., Program (light lunch provided)

Fee: *Certification:* MNA Members/Associate Members, \$35; Non-member, \$250

Recertification: MNA Members/Associate Members, \$35; Non-member, \$195

***Requires \$100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of \$35 for the workbook.**

Contact Hours: Contact hours will not be awarded for this program.

MNA Contact: Liz Chmielinski, 781-830-5719

MNA Headquarters Course Registration: Complete the MNA Headquarters Registration Form located on Page 7 or register online at massnurses.org. Credit card payment is available for CE courses offered at MNA Headquarters.

Pain Management: An Ever-Changing Landscape

Description: Pain management is a frequent complaint confronting the nurse in the care of patients. The speaker will discuss types of pain, the existing and new modalities, and nursing interventions for managing acute and chronic pain.

Presenters: Cheryl Marks, MS, RN-BC, FNP-BC

Date: April 9, 2015

Time: 5-5:30 p.m., Registration (light supper provided)
5:30-8 p.m., Program

Fee: Member/Associate Member, free*; Non-member, \$95.

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

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727

Nursing Management of the Mental Health Patient

Description: This program will review the wide spectrum of mental illness such as mood disorders (depression, bipolar), anxiety disorders (generalized, PTSD, OCD, phobias), psychotic disorders (schizophrenia, schizoaffective), substance disorders and attentional disorders. Psychopharmacological aspects will be discussed as well as causes, progression and management.

Presenters: Mary Linda O'Reilly, MS, APRN, BC

Date: April 29, 2015

Time: 5-5:30 p.m., Registration (light supper provided)
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 at program.

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794

All Day Street Drugs Program

Description: This program will enable the nurse to understand the current drug epidemic in Massachusetts and implications for nursing practice. It will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances.

Presenters: Charlene L. Richardson, MSN, RN, CEN, LNC; Joanne Peterson; and other presenters TBA

Date: June 11, 2015

Time: 8:30-9 a.m., Registration (light lunch provided)
9 a.m. - 4:30 p.m., Program

Fee: Member/Associate Member, free*; Non-member, \$195.

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

Location: The Bank of Canton (Corporate Headquarters), 459 Turnpike Street, Canton, MA

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727

Advanced Cardiac Life Support (ACLS): Certification and Recertification

Description: This AHA course will provide information on the clinical management of medical emergencies through a case study approach. This is a two-day certification and a one-day recertification course. This challenging course is best suited for nurses working in acute or critical care areas. **Attendees must be proficient in dysrhythmia interpretation.**

Presenters: Carol Mallia, MSN, RN; Mary Sue Howlett, MS, RN, FNP-BC, CEN; Charlene Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

Dates: August 3, 2015 and August 10, 2015 (certification)
August 10, 2015 (recertification only)

Time: 8:30 - 9 a.m., Registration
9 a.m. - 5 p.m., Program (light lunch provided)

Fee: *Certification:* MNA Members/Associate Members, \$35; Non-member, \$250

Recertification: MNA Members/Associate Members, \$35; Non-member, \$195

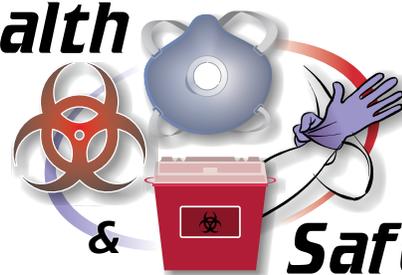
*Requires \$100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of \$35 for the workbook.

Contact Hours: Contact hours will not be awarded for this program.

MNA Contact: Liz Chmielinski, 781-830-5719

CONTINUING EDUCATION ONLINE

Health



& Safety

with the

Massachusetts
Nurses
Association



National
Nurses
United

Program Requirements

To successfully complete a program and receive contact hours, you must read the entire program, take and pass the Post-Test and complete the Program Evaluation. To pass the Post-Test, you must achieve a score of 80% or above. Your certificate of completion will be available immediately, from the "My Account Page", upon successful completion of the program.

Accreditation

The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. All programs are free of charge to MNA members and others.

Contact Hours

Contact hours will be awarded by the Massachusetts Nurses Association.

www.massnurses.org

Click on **MNA CE ONLINE** on the home page under **Professional Development**.



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 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 office. 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.

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.

- Situation Critical: Street Drug Abuse - What Nurses Should Know and Learn to Cope** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.
- Child Abuse and Its Mimics** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

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

- Knee Surgery Update: Nursing Management** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Triage Guidelines for School Nurses** 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.

- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Acute and Chronic Renal Disease** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Breast Cancer: Latest Advances and Corresponding Nursing Care** 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.

- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Situation Critical: Street Drug Abuse- What Nurses Need to Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses** 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.

- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Eating Disorders** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses** 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 (except for ACLS). 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 (except for ACLS). 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 website at www.massnurses.org and register for the course of your choice from our Events Calendar.

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

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.

Now Available  **Online registration for courses offered at MNA Headquarters.**

Go to www.massnurses.org.

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

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/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From Boston: Take I-93 S/ SOUTHEAST EXPRESSWAY. Stay on I-93 S to EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From Cape Cod/South Shore: Take RT-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 RT-138 below.

From the North: Take I-95 S/ RT-128 S to I-93 N/ US-1 N. You will see a sign reading "I-93 N to BRAINTREE/ CAPE COD." Continue onto I-93 N/ US-1 N for 1.2 miles. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From the West: Take Mass. Pike East to I-95 S/ RT-128 S. Take I-95 S/ RT-128 S to I-93 N/ US-1 N. You will see a sign reading "I-93 N to BRAINTREE/ CAPE COD." Continue onto I-93 N/ US-1 N for 1.2 miles. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From RT-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.

Please print. You may make copies of this form or download this brochure at www.massnurses.org.

Name: _____ Phone: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

Place of Employment: _____

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

Please mail this completed form with check made payable to MNA at: Massachusetts Nurses Association • 340 Turnpike Street • 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: _____

Basic Dysrhythmia Interpretation Non-member: \$195 • Member/Associate Member: \$30 non-refundable cost for workbook and caliper, \$50 placeholder fee.

ACLS Certification and Recertification Certification: MNA Member/Associate Member, \$35 non-refundable cost for workbook*; Non-member, \$250 Recertification: MNA Member/Associate Member, \$35 non-refundable cost for workbook*; Non-member, \$195 *Requires \$100 placeholder fee which will be returned upon attendance.

Pain Management: An Ever-Changing Landscape Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Nursing Management of the Mental Health Patient Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

All Day Street Drugs Program Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

10th annual Clinical Nursing Conference



Free & exclusive
to MNA members

Enrollment limited
to 750!

May 8, 2015

DCU Center
Foster Street / Major Taylor Boulevard
Worcester, MA



Schedule

7 – 8:15 a.m.

Registration and Continental Breakfast

8:15 – 8:30 a.m.

Welcome and Opening Remarks

8:30 – 10 a.m.

Keynote Address:

Designer Drugs, Their History, Epidemiology, Diagnosis, and Treatment: A Primer for Nurses

Rebecca Elaine Bruccoleri, MD

Designer drugs have a long history, beginning with the synthesis of heroin and currently involving numerous chemicals. Nurses play an important role in the care of these patients in both acute and outpatient settings. This session will include a discussion on the history, epidemiology, diagnosis, and treatment of patients under influence of these drugs. The session will address the importance of outpatient counseling of patients specific to dangers of designer drugs.

10 – 10:30 a.m. Break

10:30 a.m. – 12 p.m.

Concurrent Sessions:

Diabetes: Pharmacology and Insulin Pumps

Ann Miller, ANP, MS, CAGS

This session will focus on the current pharmacological management of diabetes. The use of insulin pumps will be explored.

The Nursing Management of Stroke

Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRNP

This session will discuss the clinical types of stroke. Nursing management of acute ischemic stroke and embolic stroke will be explored. The program will conclude with the best practice standards for acute ischemic stroke.

Pain Management: An Ever Changing Landscape

Cheryl Marks, MSN, RN-BC, FNP-BC

Pain management is a frequent complaint confronting the nurse in the care of patients. This session will include a discussion of types of pain, the existing and new modalities, and nursing interventions for managing acute and chronic pain.

Gestational Diabetes: The Long Term Effects on Women and Their Children

Joann Reidy, MSN, MPH, RN

Long thought to resolve following delivery, gestational diabetes is now known to result in an increased risk of cardiovascular and metabolic

morbidity in women and their children long after the pregnancy has ended. Greater public health awareness is necessary to educate families and establish effective risk reduction programs to mitigate this risk.

12 – 1:15 p.m. Lunch

1:15 – 2:45 p.m.

Concurrent Sessions:

Diabetes: Pharmacology and Insulin Pumps

Ann Miller, ANP, MS, CAGS

This session will focus on the current pharmacological management of diabetes. The use of insulin pumps will be explored.

Preservation of Evidence While Rendering Patient Care

Katherine Davis, MS, RN, AFN-BC, CEN, SANE-A

This session will discuss the best practice standards in evidence collection while rendering patient care. Common collection errors will be explored. Program will conclude with a discussion of proper forensic photography practices.

Understanding Seizures

Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRNP

This session will discuss the various types of seizures and their clinical presentations. The latest trends in clinical management of seizures will be explained.

Understanding Autism and Autism Spectrum Disorders: Considerations for Nurses

Susan J. Loring, RN

This session will provide information on the identification, classification, management and clinical interventions for patients with autism spectrum disorders. The role of the nurse in caring for patients with autism and their families will be discussed.

2:45 – 2:55 p.m. Break

2:55 – 4 p.m.

Closing Session:

Managing Stress in the Workplace and Your Life

Donna White, RN, PhD, CS, CADACII

This session will provide participants with a working knowledge of how stress impacts their everyday workplace and personal life. Compassion stress and fatigue will be explored, as will their impact on nursing.

4 – 4:15 p.m.

Closing Remarks

As an MNA member,
you are invited to
attend the

10th annual

Clinical Nursing Conference

FREE

\$75 placeholder fee required

This full-day clinical program is designed to update registered nurses on a variety of current clinical topics and relevant issues pertinent to today's nursing practice.

Program Cancellation

MNA reserves the right to change speakers or cancel programs for extenuating circumstances.

Disability Help

Contact Liz Chmielinski at 781-830-5719 with questions about special needs accessibility.

Refund

Refund of the placeholder fee will be issued up to two weeks before the program date. If registrants do not attend the program or call to cancel, the fee will not be refunded.

Placeholder Fee

A payment of \$75 must be submitted with your registration.

Payment by credit card is available online at www.massnurses.org; go to the Professional Development/CE page of the website. If you pay by check, it will be returned upon attendance.

Chemical Sensitivity

Attendees are requested to avoid wearing scented personal products when attending the 10th Annual MNA Clinical Nursing Conference. Scents may trigger responses in those with chemical sensitivity.



Directions

From the North:

Take Rt. 495-S. Get off at Exit 25B. Take Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the East:

Take I-90-W (Mass. Turnpike West) to Rt. 495-N to Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the South:

Take Rt. 495-N to Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the West:

Take I-90-E. (the Mass. Turnpike East) to Exit 10 (Auburn). After the tollbooth, bear left at the fork. Take Rt. 290-E. Get off at Exit 16. Take a left at the bottom of the ramp (there is a light). At the 3rd set of lights (Major Taylor Boulevard), the DCU Center is on your left.

Parking

Parking is available in multiple locations around the DCU Center.

Hotel Information

The MNA has secured several single and double rooms for \$119, plus 14.45% tax, at the Hilton Garden Inn, Worcester, MA. It is adjacent to the DCU Center. Parking is \$9.95 per night. For reservations call 508-753-5700.

Contact Hours

Continuing nursing education contact hours will be provided. **To successfully complete a program and receive contact hours, you must: 1) sign in, 2) be present for the entire time period of the sessions, and 3) complete and submit the evaluation.**

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

REGISTRATION FORM: 10th ANNUAL MNA CLINICAL NURSING CONFERENCE • MAY 8, 2015

Name _____ Email _____
 _____ RN _____ APN _____ Other (specify) _____
 Address _____
 City _____ State _____ Zip _____
 Telephone: Daytime _____ Evening _____
 Place of employment _____

Every effort will be made to accommodate your selections. To register, please return the completed form with your check payable to MNA for the placeholder fee of \$75 to:

MNA • Attn.: Liz Chmielinski • 340 Turnpike Street • Canton, MA 02021

For online registrations go to www.massnurses.org and click on the News and Events page.

Sessions fill on a space available basis, and will close once seating capacity is reached.

You must indicate your "1st," "2nd," and "3rd" choices for the following morning concurrent sessions:

_____ Diabetes: Pharmacology _____ The Nursing Management of Stroke _____ Pain Management _____ Gestational Diabetes

You must indicate your "1st," "2nd," and "3rd" choices for the following afternoon concurrent sessions:

_____ Diabetes: Pharmacology _____ Preservation of Evidence _____ Understanding Seizures _____ Understanding Autism

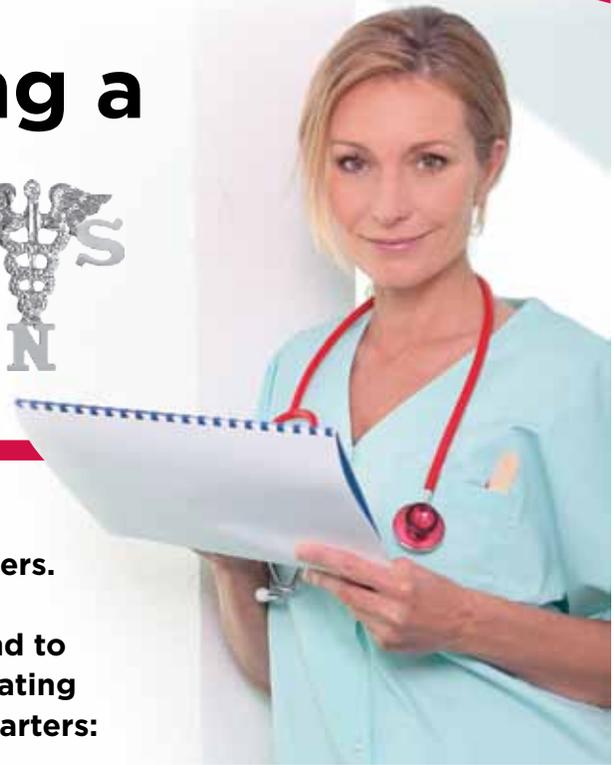
This is a

FREE

conference for all
MNA members

**\$75 placeholder
fee will be
returned at
registration on
May 8, 2015.**

Interested in Obtaining a BSN?



At the 2012 MNA Convention, the membership voted to investigate the feasibility of BSN education for MNA members. Join us for an informational session on **March 12, 2015** from 4:30—6 p.m. for exhibits and 6—8 p.m. for presentations and to learn about the process of application, financing and navigating a return to school. Meeting will be held at the MNA headquarters: 340 Turnpike Street • Canton, MA 02021.

Schools Invited:



Framingham
State University



ENDICOTT
COLLEGE



EMMANUEL COLLEGE



WORCESTER
STATE
UNIVERSITY



Northeastern University

CURRY
COLLEGE

Each school will give a brief overview of their curriculum, admission criteria and online availability. Registration by March 5: Contact Liz Chmielinski to register at 781-830-5719, echmielinski@mnarn.org, or complete and mail the attached registration form.

BSN program March 12, 2015

Name: _____

Address: _____ City: _____ State: _____ ZIP: _____

Place of Employment: _____

Phone (home): _____ Mobile: _____ Email: _____

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THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION ■ JANUARY 2015



ADVOCATE

See inside for:

- Safe Patient Limits in ICUs
- Winter/Spring CE courses
- Clinical Conference

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On the web: massnurses.org