

the Massachusetts

# nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

Vol. 86 No. 1



ADVOCATE



## Picketing at Partners

RNs at Newton-Wellesley Hospital and North Shore Medical Center Hit the Streets



March 2016



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# Candlelight Vigil Unites Concerned RNs, Patients, Activists, and Legislators

There was a remarkable turnout at the MNA’s February 25th candlelight vigil for safe patient care, an event that was meant to serve as a reminder to the state legislature of the importance of The Patient Safety Act (S.1206/H.1958).

Nurses from every corner of the state and from all walks of MNA life participated in the evening event, and each carried with them a glowing candle that united them in their belief that every hospital patient deserves the best nursing care possible and that The Patient Safety Act is the best way to guarantee that level of care.

The Patient Safety Act (S.1206/H.1958), filed again in the current legislative session, would require variable, evidence-based patient limits for nurses in all hospital units. In 2014, legislation was signed into law mandating safe limits for intensive care unit patients. This bill will expand on those ICU limits and dramatically improve patient safety by setting a safe limit on the number of patients assigned to a nurse at one time, while providing the flexibility to adjust staffing based on patients’ needs.

MNA president Donna Kelly-Williams was on hand to lead the evening’s events and shared with the crowd her thoughtful remarks on the matter: “As nurses, we take seriously our duty to protect people at their most vulnerable. Patients who need around-the-clock bedside care from registered nurses often cannot speak for themselves. This vigil is their voice. Nurses know from experience that limiting the number of patients a nurse cares for at one time improves outcomes, and decades of research prove it.”

“Every patient deserves safe and essential care,” Kelly-Williams said. “Nurses fight for this every day. While the hospital industry lobbies for its own self-interest and profits, nurses stand before the halls of power and demand patient safety for all. Every day that goes by without a law in place means more preventable medical errors, more avoidable complications, increased lengths of stay and more readmissions. In some cases, it is the difference between life and death.”

Several elected leaders attended the event and addressed the crowd, including Senator Marc Pacheco and Representative Denise Garlic, both of whom are lead sponsors of The Patient Safety Act, Senator Michael Brady, Senator Anne Gobi, and Representative Sean Garballey. ■

the Massachusetts  
**nurse**  
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**Editor:** Jen Johnson

**Production Manager:** Erin M. Servaes  
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Cover photo of Massachusetts State Capitol by Kevin Rutherford • Wikimedia Commons: Ktr101



# Tobey Nurses Win Big at NLRB!

After a year-long struggle that had nurses at Tobey Hospital in Wareham fighting for their wages, holidays, and retirement contributions, the National Labor Relations Board recently released a decision that found the nurses' employer, Southcoast Hospitals Group, violated the National Labor Relations Act during recent contract talks with MNA nurses.

Specifically, the administrative law judge overseeing the nurses' case found that during negotiations the hospital 1) failed to provide the MNA with requested information relevant to negotiations; 2) introduced an untimely and regressive wage proposal in violation of the parties' ground rules; and 3) unilaterally implemented its bargaining proposal "in the absence of a valid bargaining impasse."

The 142 RNs working at Tobey had been negotiating a successor contract with management for six months when, on April 1, 2015, management prematurely declared impasse and unilaterally implemented its last contract proposal. That proposal, which was a new and regressive proposal pertaining to a wage freeze, was submitted on March 9, 2015 in violation of an existing ground rule stating that no new proposals could be submitted after Dec. 7, 2104.

These illegal decisions by management resulted in lost wages, lost holiday time, and lost 401k contributions for the Tobey RNs. It also meant that the nurses were unable to continue negotiating their successor contract with management, leaving important issues such as scheduling, layoffs, and successorship standards to languish for months.

In response, on April 16, 2015 the nurses filed an unfair labor practice charge against Southcoast Hospitals Group with the NLRB. On July 31 of 2015 the Board's general counsel, in support of the nurses, issued a complaint against Southcoast saying that the hospital group had in fact violated the National Labor Relations Act. But on August 12, 2015 the hospital filed a response with the NLRB denying the complaint.

The case then went to trial and was heard by an NLRB administrative law judge in Providence, RI during the weeks of Oct. 27 – 29 and Nov. 18 – 19, 2015, at which point extensive evidence was presented by the MNA and numerous RNs and union leaders took to the witness stand.

In early March, just three months after the trial, the NLRB ruled entirely in favor of the Tobey Hospital nurses. Said David I. Goldman, the administrative law judge who heard the case, "I find that the hospital's failure to provide the



requested benefits information violated the Act ... [and] I find that a valid bargaining impasse did not exist when the hospital declared impasse and unilaterally implemented its proposals. The implementation violated the Act."

"Getting this decision from the NLRB was completely empowering and uplifting," said Maddie Jezierski, RN and chairperson of the MNA bargaining unit at Tobey. "We knew a year ago that management had violated the National Labor Relations Act and that they were bargaining with us in bad faith. That is why we filed the unfair labor practice charge, and that is why, as a group, we stayed committed to following this process through to the end."

"It has been a long road," added Jezierski, "but this decision has made it all worthwhile."

## Next Steps

Southcoast Hospitals Groups now has 28 days to either appeal the NLRB decision or to begin implementing all of the remedies outlined in the judge's decision. Remedies include:

- Furnishing the union with any and all information it previously requested
- Rescinding the changes that were implemented as part of its "final offer" on March 9, 2015
- Compensating RNs for any adverse tax consequences associated with repayment of lost earnings (lump-sum payments, etc.)
- Disseminating several copies of an NLRB-issued notice detailing Southcoast's violations, including public postings inside the hospital and emails/mailings to all affected RNs

"It's time for management to make our nurses whole," said Jezierski, "and it also time to get back to the bargaining table." ■

# Who's at the Table?



## Key Issues in the MNA's Current Contract Talks

### Region 1

- **Baystate Noble Hospital:** Safe patient limits/floating; wages; health insurance.
- **Baystate Visiting Nurse Association & Hospice:** Wages; health insurance; professional development/training.

### Region 2

- **Athol:** Working towards settling their first contract.

### Region 3

- **Brockton Hospital:** Wages; vacation; breaks; security/safety.
- **Cape Cod Healthcare:** Just agreed to a one-year contract extension; 1 percent across-the-board with no takeaways.

### Region 4

- **Northeast Hospital Corporation:** Guarantee of one-week summer vacation for all; health insurance premiums; winning language that allows charge nurses to practice without a patient assignment.
- **Lawrence General Hospital:** At the table since September of 2015. Key issues include staffing, including ancillary and charge nurse with no patient assignment; health insurance co-pays/deductibles/ out-of-pocket costs in a tiered coverage system; modifications to the PTO program, including increasing weekly allowable PTO amounts in all units.

- **North Shore Medical Center:** Winning language that allows charge nurses to practice without a patient assignment; wages; preventing multiple floats per shift. Informational picket recently held (see pages 6-7 for details).

### Region 5

- **Boston Medical Center:** Closure of East Newton Campus and relocation of MNA nurses to Menino Campus where they would be represented by SEIU (with no guarantee of job security); proposed elimination of extended sick leave; proposed wage cuts via the introduction of half-steps to the scale.
- **Boston VNA:** Proposed cuts to retirement contributions; proposed tiered wage increases with no increase for nurses at top of scale; management's refusal to address workload issues.
- **Brigham and Women's:** Safety and security; employer's efforts to create two-tiered systems for health insurance and time off; wages.
- **Cambridge Health Alliance:** Protection of language on work hours; retroactivity; fair and equitable across-the-board wage increase.
- **Newton Wellesley Hospital:** Winning language that allows charge nurses to practice without a patient assignment; wages; creation of a new STAT nurse position. Informational picket recently held, and successful strike authorization vote taken (see pages 6-7 for details). ■

# Nurses Offer Powerful Testimony at Hearing on MNA's Workplace Violence Prevention Bill

For years, violence against nurses and other health care professionals has been rising. According to one recent survey of the more than 220 union and non-union, 83 percent said they feared or anticipated violence or abusive events on the job in the past two years. Nearly 50 percent have been punched, spit on, groped, kicked or otherwise assaulted or abused. Yet only 19 percent of nurses say their employer was supportive and tried to find solutions after they experienced violence.

The MNA has long been at the forefront of trying to change these statistics and trends, and it has done so by advocating for legislation that will protect nurses and health care professionals from on-the-job violence. Most recently, the MNA filed "An Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence" (S.1313/H.1687), a bill that, if passed, will:

- Require health care employers to perform annual risk assessments in cooperation with employees to identify factors which may put employees at risk for workplace violence
- Require hospitals to look at factors like working hours, public access to the area, working in high-crime areas, staffing levels and other factors that affect safety
- Require hospitals to then develop a written violence prevention plan and put measures in place to minimize risks
- Requires the creation of an in-house crisis response team to support victims of workplace violence

The bill recently progressed further through the legislative process and was heard by the state's Joint Committee on Public Safety and Homeland Security on Feb. 4, 2016.

Frontline nurses and other experts testified in favor of the bill, including Karen Coughlin, vice president of Massachusetts Nurses Association and RN with Department of Mental Health at Taunton State Hospital; Kathy Metzger, RN, retired Brockton Hospital nurse, and MNA board of directors; Patricia Powers, OR nurse and MNA chair at Brigham and Women's Hospital; Daniel Linskey, former Boston Police Chief, managing director at international security firm Kroll; Ellen Farley, RN at Taunton State Hospital and a victim of workplace violence.

"A hospital should be a place where patients go to heal and nurses and other health care professionals are able to provide care in a safe environment," said MNA Vice President Karen Coughlin, a registered nurse with the Department of Mental Health at Taunton State Hospital and a victim of workplace violence. "Unfortunately, hospitals are growing increasingly violent for both employees and patients. This bill will take steps toward making hospitals safer."

Frontline nurses and a former Boston Police Chief spoke to the need for a legislative remedy before members of the Joint Committee on Public Safety and Homeland Security during a hearing on Thursday, Feb. 4 at 10 a.m. ■





## Hundreds of Nurses and Supporters Crowd Picket Lines at Newton-Wellesley and North Shore Medical Center

The nurses of Newton-Wellesley Hospital and North Shore Medical Center took the extraordinary step of conducting joint informational picketing outside their respective facilities on March 9 to protest the failure of Partners HealthCare to provide the best possible patient care and working conditions while dishing out exorbitant salary hikes to top executives.

“Partners HealthCare is a non-profit organization that has generated nearly \$2 billion in profits over the last five years,” said Laurie Andersen, a registered nurse in the emergency department at NWH and co-chair of the MNA/NNU Local Bargaining Unit. “For Partners to make that kind of money and yet refuse to invest in meaningful improvements to patient care and nurse staffing conditions at two of its acute care hospitals is disrespectful to the communities Partners serves and insulting to the nurses it employs.”

Nurses at both NWH and NSMC have been bargaining over new contracts since September 2015. The nearly 1,000 nurses at NWH conducted a strike authorization vote on March 9, which was approved by 90% of the bargaining unit. They joined approximately 600 nurses at NSMC in their frustrations over months of unsuccessfully bargaining with Partners over nurse proposals to improve patient care, working conditions, and nurse wages.

“Throughout North Shore Medical Center, nurses have expressed frustration that Partners continues to place its desire for profits ahead of its concern for patients and those who care for them,” said Kathy Schevis, a registered nurse at NSMC and co-chair of the MNA/NNU Local Bargaining Unit at the hospital. “The public rightfully wants nurses at the bedside 24 hours a day, caring for people at their most vulnerable. Yet hospital management disregards nurse proposals that would ensure safe and consistent patient care.”

Both NWH and NSMC have patient care proposals that Partners refuses to agree to, including:

- Staff nurses in the role of charge nurse should not have a patient assignment. A “charge nurse” is responsible for all patients and nurses in their area. If she has a patient assignment, she is not able to effectively assist other nurses





Brian Maloney, MNA staff; Steve Tolman, Mass. Federation of the AFL-CIO; Karen Coughlin, MNA vice-president; Laurie Anderson, NWH co-chair; Nancy Anderson, NWH co-chair



The picket line at NSMC.

and the needs of the unit. This nurse should be helping with the flow of patients, be on hand to assist less experienced nurses with more complex cases, while also picking up patient assignments when staff become overburdened.

For years, both NWH and NSMC have been affiliated with Partners HealthCare. The Partners system is the most profitable health care employer in the state, posting profits in 2014 alone of more than \$120 million, with revenues in excess of \$10.9 billion, according to state tax filings. From 2010 to 2014, Partners made more than \$1.9 billion in profit.

“Despite repeated attempts to reach agreement on a reasonable wage increase for NWH nurses, Partners HealthCare refuses to loosen its grip on its enormous profits,” Andersen said. “We are forced to take to the streets, to bring public attention to Partners’ greed. We are seeking a wage increase that barely accounts for inflation. Partners routinely provides its executives double-digit raises.”

The parties at NWH began their talks on Sept. 2, 2015 and to date have held 12 negotiation sessions. The contract had an expiration date of September 30, 2015. A federal mediator is expected to schedule the next session between the parties at NWH.

Negotiations at NSMC got started on Sept. 23, 2015 with 7 sessions being held to date. The contract expired on September 30, 2015. ■



## Strike Authorization Unfolds at Newton-Wellesley Picket

In addition to picketing on March 9, the Newton-Wellesley RNs also held a strike authorization vote — a vote that was overwhelming approved by 99 percent of those who visited the ballot box.

The authorization is for a one-day strike, but it does not mean the nurses will strike immediately. It gives the 15-member MNA negotiating committee the authorization to call a one-day strike if and when they feel it is necessary.

“No nurse wants to strike, but we have no other option as Partners’ management refuses to consider our proposals that would improve patient care and provide nurses with reasonable wage increases,” said Laurie Andersen, co-chair of the bargaining unit.

“Partners makes enormous profits,” added Nancy Anderson, also a bargaining unit co-chair, “and they do so on the backs of the nurses who work so hard to make this hospital a success. We have been trying to convince the hospital to be fair to us and to our patients. Now, with the strike authorization vote in place, we will have the ability to appeal directly to the public for their support in ensuring Partners puts patients before profits.” ■

# Safe Patient Handling Bill Gets Favorable Vote from Public Health Committee

In early March, the Joint Committee on Public Health voted to give H.4039, An Act Relative to Safe Patient Handling in Certain Health Facilities, a favorable report advancing efforts to prevent thousands of debilitating injuries suffered by nurses and other health care workers caused by inadequate practices and equipment for moving patients in hospitals and nursing homes. The legislation was filed by Senate Majority Leader Harriette L. Chandler (D-Worcester) and Representative Claire D. Cronin (D-Easton).

As health care workers in Massachusetts move patients, each lifting 1.8 tons during an average shift, they are injured at precipitous rates. According the U.S Bureau of Labor Statistics health care workers are injured on the job more than those in any other profession. In Massachusetts, they are twice as likely to be injured as those in other industries and suffer from patient handling injuries at a rate 70 percent higher than those in other states. In 2010 alone, an estimated 1,000 Massachusetts health care workers suffered patient handling injuries so severe that they resulted in 59 years of missed days of work, according to the DPH report.

Solutions have been proposed by both a state task force and the Massachusetts Nurses Association, and yet the hospital industry refuses to take action. In fact, as documented in an alarming report by WGBH News, the Massachusetts Hospital Association actively worked to suppress a Department of Public Health report detailing SPH recommendations for more than a year.

WGBH reported last February that Laura Punnett, a professor at the University of Massachusetts Lowell's Department of Work Environment, raised concerns about how a report by the Massachusetts Hospital Ergonomics Task Force was dealt with after being submitted to DPH. Punnett, a member of the task force, said the report was given to DPH in 2013, but remained unpublished until December 2014, as the MHA conveyed concerns about "the implications of these recommendations."

Hospitals incur significant direct and indirect costs due to these injuries, but comprehensive SPH programs that use equipment to minimize or eliminate the manual handling of patients are successful at reducing both injuries and cost,

according to the report. Facilities that implement SPH programs recoup their initial financial investment within 1 to 4 years.

Yet most Massachusetts health care facilities have done little or nothing to address this problem. Only 44 percent (37) of the 88 hospitals surveyed by the task force reported having a written SPH program in place. The report also showed that policies varied from hospital to hospital.

The reluctance of hospitals to act on their own makes it clear Massachusetts needs a legislative remedy to this problem, according to Beth Piknick, a past president of the Massachusetts Nurses Association who has been advocating for safe patient handling improvements since a career-derailing injury 25 years ago.

"Implementing these policies and using this equipment will save millions of dollars and many thousands of lost work days for workers injured from unsafe patient handling practices," said Piknick, a Cape Cod Hospital RN. "The DPH report specifies a number of steps that hospitals should take to ensure the safety of workers. As is shown in the DPH report, the industry has failed to address this issue, and many employers voice reluctance to address the problem without strong regulation."

The measure approved by the Public Health Committee includes components that match virtually every SPH recommendation made by the DPH task force.

"Here in Massachusetts we're used to being a leader in health care, not an outlier," said MA Senate Majority Leader Harriette L. Chandler. "The lack of appropriate safe patient handling protocols is sidelining health care workers, increasing costs and putting patients in jeopardy. Implementing safe patient handling practices will reduce work related injuries, decrease unsafe handling variability across health care facilities, create standards for measuring outcomes and protect patients. I am very pleased that the Public Health Committee has reported this bill out of committee favorably as we take another step towards protecting our health care workforce."

The bill now moves to the Joint Committee on Health Care Finance. ■





## Massachusetts Nurses Foundation Helicopter Ball Drop

**\$20 for a chance to win up to \$4,000 if your ball is closest to the hole.**

**Contact Cindy Messia at 781-830-5720 or [cmessia@mnarn.org](mailto:cmessia@mnarn.org)**

**Ball Drop date: July 11, 2016**

MNA is offering a

**NEW & FREE**

online continuing education program



## Recognizing and Supporting a Nurse Colleague with Impaired Practice

Beginning January 1, 2016, visit [www.massnurses.org](http://www.massnurses.org) and click on "MNA CE ONLINE" from the bottom of the home page under Professional Development Section. From there, scroll down to the program title to launch the CE program.

**Program description:** This program will discuss the important issue of narcotic diversion. Diversion prevalence, recognition, and methods for prevention will be explored. The best practice standards for safe handling of narcotics will be presented. The program will conclude with information on resources to support a nurse with a substance use problem as well as the nurses role in safeguarding patient care.

**Developed by:** Carol Mallia RN, MSN, Associate Director – Division of Nursing, Massachusetts Nurses Association

**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:** This program has been awarded 1.0 contact hours by the Massachusetts Nurses Association until January 1, 2018.



# Boston Med Flight Ratifies its Second Contract

The MNA bargaining unit at Boston Med Flight recently ratified its second contract on March 2 by overwhelming margins. The two-year agreement was reached after 12 negotiation sessions, two of which were held with a federal mediator. Highlights include:

- Language that limits management’s ability to change the health and dental insurance programs. In the future, any changes in plans must provide for “substantially comparable language.”
- The creation of an HRA plan to fund 100 percent of the cost of health plan deductibles for the life of the contract.

- Overtime will be paid to all employees at time and a half for hours worked over 12 in a day. Double time will be paid to all employees who work more than 14 hours a day. Only straight time was paid before.



## Important documents to access online at [www.massnurses.org](http://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:

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

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

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

Name \_\_\_\_\_ Phone \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

This is to certify that I \_\_\_\_\_ RN  
 was paid for a total of \_\_\_\_\_ hours in the year January 1, 2015 through December 31, 2015\*  
 at the following MNA facility(s) of employment for the year of application (list each MNA facility separately):  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_

*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, 2016. 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.**

*If you do not receive a confirmation of receipt, please contact us to confirm that your application was received. 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  
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**Call for Nomination/Consent to Serve for the MNA 2016 Election**

I am interested in active participation in Massachusetts Nurses Association, general elections.

**MNA General Election**

Vice President, Labor\*, 1 for 3 years  
 Treasurer, Labor\*, 1 for 3 years  
 Director, Labor\*, (3 for 3 years) [1 per Region]  
 Director At-Large, General\*, (4 for 3 years)  
 Director At-Large, Labor\*, (3 for 3 years)

Nominations Committee, (5 for 3 years) [1 per region]  
 Bylaws Committee, (5 for 3 years) [1 per Region]  
 At-Large Position in Regional Council (2-year term; 2 per Region)

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

Please type or print - Do not abbreviate

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

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

**Educational Preparation**

School	Degree	Year

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

MNA Offices	Regional Council Offices

Candidates may submit an emailed statement not to exceed 350 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be as a delegate and 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 [mmaelections@mnarn.org](mailto:mmaelections@mnarn.org), subject: elections. Deadline for receipt of statements is June 7, 2016.

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 31, 2016**

Return To: Nominations and Elections Committee  
 Massachusetts Nurses Association  
 340 Turnpike Street, Canton, MA 02021  
 Fax: 781-821-4445/ email: [mmaelections@mnarn.org](mailto:mmaelections@mnarn.org)

- Material must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee.
- 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.
- Form also available on MNA Web site: [www.massnurses.org](http://www.massnurses.org), under applications and forms

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





## Morning Session: Ostomy Surgeries: Surgeries of the GI Tract: Intestines Inside and Out

**Description:** Discuss the anatomy and physiology of the GI tract along with surgical interventions for revision and repair. Common surgical interventions will be discussed, along with newer surgical modalities.

**Presenter:** Vivian Sternweiler, RN, MS

**Date:** March 22, 2016

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

## Afternoon Session: Stoma Care: The Tricks of the Trade

**Description:** Describe and discuss approaches for colostomy, ileostomy and urostomy. Specific interventions for difficult containment issues will be discussed. Content will be based on current evidence and best practices.

**Presenter:** Vivian Sternweiler, RN, MS

**Date:** 1-1:30 p.m., Program

**Location:** Cranwell Resort, 55 Lee Rd, 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.

## Anti-Coagulation: A Nurse's Perspective

**Description:** This session will enable the nurse to enhance his/her clinical practice through updated knowledge of anticoagulation therapy, treatment decisions, and nursing strategies for assessment and patient education purposes.

**Presenter:** Barbara Rosato, MSN, RN/NP, ANP-BC, CDE

**Date:** April 7, 2016

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

**Location:** Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077; 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.

## Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?

**Description:** This program will provide nurses with the knowledge to differentiate between ethical issues and ethical dilemmas and provide methods that can be utilized to increase awareness of each. Resolution of ethical dilemmas and sentinel events will be discussed.

**Presenter:** Anne B. Baker, RN, MTS

**Date:** April 26, 2016

**Time:** 5 - 5:30 p.m., Registration/Dinner  
5:30 - 7:45 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@mnam.org.

## Accepting, Rejecting and Delegating a Work Assignment

**Description:** This program will provide a framework for decision making based on the Nurse Practice Act and other regulatory agencies, to safeguard nursing practice and patient care.

**Presenter:** Dorothy Upson McCabe, M.Ed., RN

**Date:** March 15, 2016

**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; 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.

## The Effects of Bullying on the Target

**Description:** Bullying has psychological, physiological and social effects on the target. Particular behaviors or contexts may exacerbate the victimization. The effects of bullying on the target and practical interventions will be addressed. Please share clinical vignettes from your practice to add to the discussion.

**Presenter:** Susan Farist Butler, RN, MSN, CS, PhD

**Date:** April 11, 2016 (Please note: This is a Monday)

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

## 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:** May 24, 2016

**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@mnam.org.



## Morning Session: Common Disorders of the Spine: Medical/Nursing Interventions

**Description:** There are many spinal disorders that result in back pain. This program will discuss the common pathologies that result in spinal disorders. New and existing non-pharmacological medical and nursing interventions for the patient with a spinal disorder will be presented.

**Presenter:** Jamie Chung, RN, MS, DNP, APRN, FAAN, FAHA

**Date:** March 15, 2016

**Time:** 9 – 9:30 a.m., Registration/Dinner • 9:30 – 11:45 a.m., Program • 11:45 a.m. – 12:30 p.m., Lunch

## Afternoon Session: Knee and Hip Surgery Update: Nursing Management

**Description:** This program will address current modalities for knee and hip surgery. Pre and post-operative nursing management and patient rehabilitative needs will be explored. Anticipated future developments will be discussed.

**Presenter:** Nancy Hiltz, RN, MS, OC

**Time:** 12:30 – 4 p.m., Program

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

## Detecting the Diverter: It's Not Who You Think

**Description:** This program will discuss the important issue of narcotic diversion. Diversion prevalence, recognition, and methods for prevention will be explored. The best practice standards for safe handling of narcotics will be presented. The program will conclude with a discussion of resources to support a nurse with a substance use problem as well as the nurse's role in safeguarding patient care.

**Presenter:** Carol Mallia, RN, MSN

**Date:** April 14, 2016

**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; 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.

## Nursing Considerations in Caring for the Bariatric Surgical Patient

**Description:** This program will discuss the current options for bariatric surgery. Patient considerations and pre-operative preparation will be explored. Program will conclude with a discussion of the nursing care implications for the different types of bariatric surgery.

**Presenter:** Nicole Pecquex, M.D.

**Date:** May 26, 2016

**Time:** 5:30 - 6 p.m., Registration/Dinner • 6 - 8:15 p.m., Program

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel) 100 Trowbridge Road, Bourne; 508-743-9000; 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@mnam.org.

## The Effects of Bullying on the Target

**Description:** Bullying has psychological, physiological and social effects on the target. Particular behaviors or contexts may exacerbate the victimization. The effects of bullying on the target and practical interventions will be addressed. Please share clinical vignettes from your practice to add to the discussion.

**Presenter:** Susan Farist Butler, RN, MSN, CS, PhD

**Date:** April 5, 2016

**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.

## Highs and Lows: A Multidimensional Look at Addiction and the Impact on Self, Family and Society

**Description:** This program will provide a multidimensional look at addiction, including a discussion of the novel Angel Program as alternative to jail, the impact addiction has had on a mother and her fight for her son, and how an addict who is now in recovery started experimenting with drugs in high school and his fight to regain control of his life.

**Presenter:** Chief Leonard Campanello; Anthony Sideri; Joanne Peterson

**Date:** April 28, 2016

**Time:** 5 - 5:50 p.m., Registration/Dinner • 5:50 - 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.

## Where Did I Put Those #@\$! Keys? Early Dementia, Normal Aging, and the Neuroscience of Brain Health

**Description:** This program will include discussion of memory and cognitive changes common in aging, signs of early Alzheimer Disease and the neuroscience of healthy brain aging. Nurse's bedside interactions and treatment with older adults will be discussed.

**Presenter:** Karen Postal, Ph.D., ABPP

**Date:** May 19, 2016

**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.

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

**Description:** This program will include a discussion of preconception and early pregnancy glycemic control, the immediate risk to pregnancy and the long-term health risks to women with GDM and their children, and the important role for nurses in assessing health data and in educating patients.

**Presenter:** Joann Reidy, MSN, MPH, RN

**Date:** September 22, 2016

**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@mnam.org.



## Psychiatric Competencies for the Non-Psych RN

**Description:** This program will provide nurses with information regarding the nursing management of mental health issues impacting hospitalized patients in a non-psychiatric setting. Clinical presentation and nursing intervention of a variety of mental health disorders and relevant regulations, communication strategies, and assessment tools will be discussed with case study review.

**Presenter:** Martha Carville Patch, DNP, PMHNP-BC, CCM

**Date:** April 7, 2016

**Time:** 5 - 5:30 p.m., Registration/Dinner • 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 a \$25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Vaccines Across the Lifespan

**Description:** This presentation will address part of the spectrum of infectious diseases that are most prevalent in the United States and for which we have immunizations. It will include an overview of epidemiology and a review of the immune system and how it functions to take advantage of vaccines. Recommendations for vaccines across the lifespan will be addressed, as well as controversies regarding the use of vaccines.

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

**Date:** May 4, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner • 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 a \$25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

## Anti-Coagulation: A Nurse's Perspective

**Description:** This session will enable the nurse to enhance clinical practice through updated knowledge of anticoagulation therapy, treatment decisions and nursing strategies for assessment and patient education.

**Presenter:** Barbara Rosato, MSN, RN/NP, ANP-BC, CDE

**Date:** May 19, 2016

**Time:** 5 - 5:45 p.m., Registration/Dinner • 5:45 - 8 p.m., Program

**Location:** MIT Endicott House, 80 Haven St., Dedham, 781-326-5151, mitendicottthouse.org

**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.

## Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?

**Description:** This program will provide nurses with knowledge to differentiate between ethical issues and ethical dilemmas and provide methods that can be utilized to increase awareness of each. Resolution of ethical dilemmas and sentinel events will be discussed.

**Presenter:** Anne B. Baker, RN, MTS

**Date:** September 22, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner • 5:30 - 7:45 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 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 Region 5 Office, 340 Turnpike Street, Canton, MA 02021. For questions, please contact Region 5 at 781-821-8255 or email region5@mnarn.org.

## Nanotechnology-Benefits, Risks and Nursing Implications

**Description:** This program will provide an overview of nanotechnology through exploring the fundamental science of nanotechnology. We will discuss specific applications of nanotechnology in medicine's background including possible societal effects. Benefits and risks related to use and exposure to nanotechnology products will be reviewed. Both nursing and occupational health implications, including safety, regulations and proper criteria for this new technology will also be presented.

**Presenters:** Patricia G. Estlin, RN, CNP(c) and Christine Pontus, RN, MS, COHN-S/CCM

**Date:** February 16, 2016 (snow date)

**Time:** 5 - 5:30 p.m., Registration/Light Dinner • 5:30 - 7:45 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:** Susan Clish, 781-830-5723

## 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, PhD(c), RN, NP-C, CEN; Carol Mallia, RN, MSN

**Dates:** March 14, 2016 (Part 1)  
March 21, 2016 (Part 2)

**Time:** 8:30 - 9 a.m., Registration  
9 a.m. - 12 p.m., Program; light lunch provided

**Fee:** Member/Associate Member, free\*; 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:** Phyllis Kleingardner, 781-830-5794

## 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. 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 discussed.

**Presenters:** Charlene L. Richardson, MSN, RN, CEN, LNC

**Dates:** March 30, 2016

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

## 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, RN, MSN; Mary Sue Howlett, PhD(c), RN/FNP-BC, CEN; Charlene L. Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

**Dates:** April 1 and April 8, 2016 (certification)  
April 8, 2016 (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, free\*; Non-member, \$250

Recertification: MNA Members/Associate Members, free\*; 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

## Update in Diabetes

**Description:** This program will review pathophysiology of diabetes and current treatment options. The nurse's role in self-management, education, and support will be discussed.

**Presenter:** Barbara Rosato, MSN, RN/NP, ANP-BC, CDE

**Date:** April 14, 2016

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

## Street Drug Abuse: The Epidemic Crisis

**Description:** This purpose of this program is to educate nurses on the physical, physiological, and psychological effects of drug use and abuse. This program will include insight of the effects of substance abuse and addiction from perspective of the victim as well as the family.

**Presenters:** Charlene L. Richardson, MSN, RN, CEN, LNC; and other presenters to be announced

**Date:** June 1, 2016

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

**Location:** Please note the location of this program will be held at the Bank of Canton (Corporate Headquarters), 490 Turnpike Street, Canton, MA.

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

**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, RN, MSN; Mary Sue Howlett, PhD(c), RN/FNP-BC, CEN; Charlene L. Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

**Dates:** August 5, 2016 and August 12, 2016 (certification)  
August 12, 2016 (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, free\*; Non-member, \$250

Recertification: MNA Members/Associate Members, free\*; 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

## Alzheimer's Disease and Related Dementia (ARD): What Nurses Need to Know to Manage Their Acute Care

**Description:** This program will provide the nurse with an overview of dementia/Alzheimer's and strategies to utilize when working with these patients in acute care.

**Presenter:** Sara Lamb Barnum, MS, RN-BC

**Date:** September 14, 2016

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

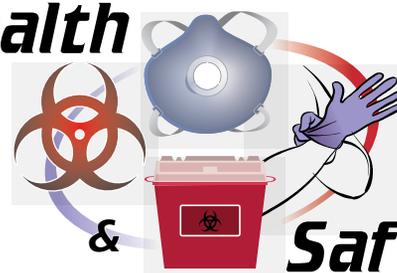
**Fee:** Member/Associate Member, free\*; Non-member, \$95. \*Requires a \$25 placeholder fee which will be returned upon attendance at program.

**Contact Hours:** Will be provided.

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

## CONTINUING EDUCATION ONLINE

### Health



### Safety

with the Massachusetts Nurses Association **MNA** 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](http://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](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 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](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.

**Ostomy Surgeries: Surgeries of the GI Tract: Intestines Inside and Out and Stoma Care: The Tricks of the Trade** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

**Anti-Coagulation: A Nurse's Perspective** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

**Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?** 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.

**Accepting, Rejecting and Delegating a Work Assignment** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**The Effects of Bullying on the Target** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Childhood Mental Health: Implications for 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.

**Common Disorders of the Spine: Medical/Nursing Interventions and Knee and Hip Surgery Update: Nursing Management** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

**Detecting the Diverter: It's Not Who You Think** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Nursing Considerations in Caring for the Bariatric Surgical Patient** 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.

**The Effects of Bullying on the Target** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Highs and Lows: A Multidimensional Look at Addiction & the Impact on Self, Family and Society** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Where Did I Put Those #@\$! Keys? Early Dementia, Normal Aging, and the Neuroscience of Brain Health** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

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

**Psychiatric Competencies for the Non-Psych RN** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Vaccines Across the Lifespan** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Anti-Coagulation: A Nurse's Perspective** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

**Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?** 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](http://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](http://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](http://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: \_\_\_\_\_

**Nanotechnology-Benefits, Risks and Nursing Implications** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

**Basic Dysrhythmia Interpretation** Member/Associate Member, free\*; 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.**

**Situation Critical: Street Drug Abuse-What Nurses Should Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

**Update in Diabetes** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

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

**Street Drug Abuse: The Epidemic Crisis** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

**Alzheimer's Disease & Related Dementia (ADRD): What Nurses Need to Know to Manage Their Acute Care** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

# 11<sup>th</sup> annual

## Clinical Nursing Conference



May 6, 2016

DCU Center  
Foster Street / Major Taylor Boulevard  
Worcester, MA

Free & exclusive  
to MNA members

Enrollment limited  
to 750!



## Schedule

**7 – 8:15 a.m. Registration & Continental Breakfast**

**8:15 – 8:30 a.m. Welcome & Opening Remarks**

**8:30 a.m. – 10 a.m. Keynote Address**

### **Our National Dinner Table: How the US Food Supply is Affecting our Health**

*Robyn O'Brien*

The US food industry has been adding chemicals and genetically modifying our food for the past 20 years. During that time we have seen a rapid growth in the number of individuals with food allergies, ADHD, autism, diabetes, heart disease and Alzheimer's disease. Because 70% of our immune system is found in our digestive tracts, the foods that we eat and the chemicals that they contain can have a significant impact on our health.

**10 – 10:30 a.m. Break**

**10:30 a.m. – 12 p.m. Concurrent Sessions:**

### **Places in the Heart: The A, B, C's of Cardiac Medications**

*Carol Daddio Pierce, RN, MS, CCRN*

This session will take a physiologic approach to understanding cardiac medications commonly utilized in managing patients with cardiovascular disease. Specific pharmacologic agents to be reviewed include: **Antiarrhythmics**, **ACE inhibitors**, **Angiotension receptor blockers**, **Beta blockers** and **Calcium channel blockers**. Implications for administering and evaluating the effectiveness of these medications will also be highlighted.

### **Steps and Missteps in Germline Cancer Genetics**

*Huma Q. Rana, MD*

This program will discuss the rapidly evolving field of genetic testing for inherited cancer risks. Case studies will be utilized to review the benefits as well as the potential pitfalls of expanded testing options.

### **Protecting Developing Brains: What Health Care Providers Need to Know about Sport-Related Concussion**

*Alex M. Taylor, PsyD*

Brain injury is a major public health concern among children and adolescents. Although the majority of injuries are considered mild, a proportion will experience considerable physical, cognitive, educational, and social and emotional consequences. In this session, we will focus on the diagnosis and management of head injury. Given its prevalence, the major focus of this presentation will be sport-related concussion.

### **Cancer Survivorship Care: What Nurses Need to Know**

*Rich Boyajian, NP*

Cancer patients often survive long-term, yet face individualized challenges and health risks in later years. This session will increase the

nurse's understanding of the unique needs of the cancer survivor population, provide current national and local resources to guide the care of this population and identify aspects of cancer survivorship care applicable to varied areas of nursing practice.

**12 – 1:15 p.m. Lunch**

Considering Returning to School for a BSN or MSN? Visit our vendor booths and attend an optional lunch break program on "Returning to School – Online"

**1:15 – 2:45 p.m. Concurrent Sessions:**

### **Places in the Heart: The A, B, C's of Cardiac Medications (Repeat of AM Session)**

#### **ADHD: Diagnosis and Treatment**

*Clare O'Callaghan, R.N., C.S., Ed.D.*

In this session, salient diagnostic features of ADHD will be described, pharmacological and non-pharmacological treatments will be discussed and special communication techniques useful for working with hospitalized ADHD patients will be presented.

#### **Psychiatric Competencies for the Non-Psychiatric Nurse**

*Martha Carville Patch, DNP, PMHNP-BC, CCM*

In this session the five most common types of disorders seen in the general hospital will be discussed: thought disorder, personality disorder, affective disorder, substance abuse disorder and dementia. Through the use of case studies, participants will learn effective ways to assess and manage symptoms. Common psychopharmacology treatments for these disorders will be discussed.

### **Effective Bedside Interaction with Alzheimer's (and other dementia) Patients in an Acute Care Setting**

*Lori E. Azzara, PsyD*

In this session, valuable and practical techniques for use with dementia patients, including ways to effectively communicate, best manage the dementia patient's fears and confusion, guide ADL's, provide a safe and comfortable environment, and manage difficult behaviors (changed sleep patterns, wandering, calling out, etc.) will be discussed.

**2:45 – 2:55 p.m. Break**

**2:55 – 4 p.m. Closing Session**

### **The Impact of The Drug Use Epidemic: A Parent's Perspective**

*Joanne Peterson*

In this session the impact of the current drug epidemic on families will be presented, providing nurses with information on the broader implications of drug use from a societal perspective.

**4 – 4:15 p.m. Closing Remarks**

As an MNA member,  
you are invited to  
attend the

# 11<sup>th</sup> 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](http://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 11th 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 for a fee in multiple locations around the DCU Center.

### Hotel Information

The MNA has secured several single and double rooms for \$124, 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: 11th ANNUAL MNA CLINICAL NURSING CONFERENCE • MAY 6, 2016

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](http://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:**

\_\_\_\_\_ Cardiac Medications \_\_\_\_\_ Germline Cancer Genetics \_\_\_\_\_ Sport-Related Concussion \_\_\_\_\_ Cancer Survivorship Care

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

\_\_\_\_\_ Cardiac Medications \_\_\_\_\_ ADHD Diagnosis \_\_\_\_\_ Psychiatric Competencies \_\_\_\_\_ Alzheimer's Patients in Acute Care

This is a

# FREE

conference for all  
MNA members

**\$75 placeholder  
fee will be  
returned at  
registration on  
May 6, 2016.**

# Call for Nomination/Consent to Serve for the MNA 2016 Election

*I am interested in active participation in Massachusetts Nurses Association, general elections.*

## MNA General Election

- |   |   |
|---|---|
| <input type="checkbox"/> Vice President, Labor*, 1 for 3 years            | <input type="checkbox"/> Nominations Committee, (5 for 3 years) [1 per region]                |
| <input type="checkbox"/> Treasurer, Labor*, 1 for 3 years                 | <input type="checkbox"/> Bylaws Committee, (5 for 3 years) [1 per Region]                     |
| <input type="checkbox"/> Director, Labor*, (5 for 3 years) [1 per Region] | <input type="checkbox"/> At-Large Position in Regional Council<br>(3-year term; 2 per Region) |
| <input type="checkbox"/> Director At-Large, General*, (4 for 3 years)     |   |
| <input type="checkbox"/> Director At-Large, Labor*, (3 for 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-RN health care professional who is a member in good standing of the labor program.

Please type or print - Do not abbreviate

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

Work Title \_\_\_\_\_ Employer \_\_\_\_\_

MNA Membership Number \_\_\_\_\_ MNA Region \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

### Educational Preparation

School	Degree	Year

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

MNA Offices	Regional Council Offices

Candidates may submit 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 as a delegate and 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 [mnaelections@mnarn.org](mailto:mnaelections@mnarn.org), subject: elections. Deadline for receipt of statements is June 7, 2016.

\_\_\_\_\_  
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 31, 2016**

**Return To: Nominations and Elections Committee  
Massachusetts Nurses Association  
340 Turnpike Street, Canton, MA 02021  
fax: 781-821-4445/ email: [mnaelections@mnarn.org](mailto:mnaelections@mnarn.org)**

- Material must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee
- 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.
- Form also available on MNA Web site: [www.massnurses.org](http://www.massnurses.org), under applications and forms

# 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:

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

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

---

## Application for Minimum Hours Reduced Dues Category

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

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

This is to certify that I \_\_\_\_\_, RN

was paid for a total of \_\_\_\_\_ hours in the year January 1, 2015 through December 31, 2015\*

at the following MNA facility(s) of employment for the year of application (*list each MNA facility separately*):

1. \_\_\_\_\_

2. \_\_\_\_\_

*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, 2016. 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.**

*If you do not receive a confirmation of receipt, please contact us to confirm that your application was received.*

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



Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

Fax: 781-821-4445 • Email: [membership@mnarn.org](mailto:membership@mnarn.org)



## Denmark, Norway, Sweden and Finland, September 9-19, 2016. Price \$3,799\*

We begin this 9 night Scandinavian tour with a three night stay in Copenhagen. We will tour the key sights of Copenhagen and excursion to Roskilde. On our fourth day of touring, we depart Copenhagen and board a ferry to Helsingborg for our trip to Gothenburg. While in Oslo we will visit the Royal Palace and Frogner Park. Then off to the breathtaking countryside of Scandinavia while touring to Stockholm. Our next two night are in Stockholm where we will see all the highlights this amazing city has to offer. Then we sail overnight to Helsinki aboard Silja Lines, Symphony or Serenade, a high quality mini-cruise and passenger ferry. On arrival to Helsinki, we will enjoy a half day city tour before checking into our hotel. We will depart Helsinki for home having seen all the highlights of this amazing area. The price is remarkable for this expensive region.



## Paris and the Seine River Cruise, October 28 – November 5, 2016, Starting at \$2999\*

Enjoy the leisure of a river cruise through France! This 7 night all inclusive trip highlights tours to Giverny, Normandy, Bayeux, Rouen, Mont Saint-Michel and Vernon. The trip ends in Paris with a full day of touring (optional add-on extended Paris stay is available). We will board the KD Cruise Line's Comtesse, which was formerly the Viking River Cruise's Pride. All cabins are water view and you will enjoy the simplicity of unpacking once. All meals are included on board with complimentary, unlimited European wines, beer, soft drinks, coffee and tea with lunch and dinner. All daily excursions and tours with an English-speaking guide are included. Trip also includes air travel and transfers. This is an unbeatable value. Richard Durgan, the owner of Durgan Travel, will be accompanying the group. Space is filling fast.

Trips include air from Boston, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast, reserve early. \*Prices listed are per person, double occupancy based on *check* purchase. Applicable departure taxes **are** included in the listed prices (subject to change). Credit card purchase price is slightly higher than listed price. For more information on these great vacations and/or to sign up to receive email notifications of specials and yearly program flyers, contact Carol Mallia at [cmallia@mnarn.org](mailto:cmallia@mnarn.org) with your mailing and email address.