



# Regionally Speaking

VOLUME THREE, ISSUE ONE • Winter 2012

## Council Members

Fabiano Bueno, Chair  
Boston Medical Center

Ginny Ryan, Vice Chair  
Faulkner Hospital

Betsy Prescott, Secretary  
St. Elizabeth's Medical Center

Dan Rec, Treasurer  
Faulkner Hospital

MNA Board Rep (2011-2013)  
Dan Rec

MNA Board Rep (2010-2012)  
Barbara Tiller

At-Large (2011-2013)  
Joan Ballantyne & Betsy Prescott

At Large (2010-2012)  
Karen Coughlin & Liz Kendrick

Each of these Region 5 facilities holds  
an elected voting representative at

### Region 5 council meetings:

- American Red Cross
- Boston Medical Center
- Boston VNA
- Brigham & Women's Hospital
- Cambridge Hospital
- Carney Hospital
- Norwood Hospital
- St. Elizabeth's Hospital
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Faulkner Hospital
- Harvard Vanguard Medical Associates
- Medford School Nurses
- Newton Public Health
- Newton-Wellesley Hospital
- Quincy Medical Center
- Radius—Boston
- Radius—Quincy
- Somerville Hospital
- Tufts Medical Center
- Whidden Memorial Hospital
- Unit 7 Representative

**MNA REGIONAL COUNCIL 5**  
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HARRIETT DUGGAN, OFFICE MANAGER  
BRIAN MOLONEY, COMTY. ORGANIZER

## CHAIR'S MESSAGE

*The difference between school and life? In school, you're taught a lesson and then given a test. In life, you're given a test that teaches you a lesson. ~Tom Bodett*

This time I would like to make you aware of a trend that some Boston hospitals have initiated which is to hire registered nurses that are bachelor prepared instead of hiring associate degree nurses.

I understand and respect the AD, BS and the masters-prepared nurses that work as staff nurses. The point of this eye opening trend for us all is that over time the profession of nursing has changed to accommodate the volume and the needs of the patients we serve.

Facts and the history of the nursing profession show that we have come a long way from Nightingale to today. We have learned that experience in practice is priceless to the profession, regardless of the entry level. I can accurately report that ten years ago, the greater Boston hospitals had in place phenomenal educational programs for each nursing specialty and some examples are cardiology, renal, pulmonary and transplantation.

In the last ten years we have worked very hard to set an even margin so all nurses working in greater Boston receive similar benefits and opportunities. Although we have work experience in a number of the hospitals and have relationships with the nurses in greater Boston, I can safely report that we now face a discrepancy in the educational opportunities available in the workplace. The opportunity to continue our education and to receive an advanced degree are not only expensive, but with reduction in staff it has become challenging to secure days off to attend school or to schedule online courses and certification requirements.

Working as nurses we never discriminate against our colleagues for the level of education each carries. We accept and reflect on the amount of experience each of us has to offer and consult with each other to benefit the patients' health and to enrich our own practice. Education does not end at graduation time but continues on and never ends.

My question to us as nurses is: Does it

really matter at which educational level we enter the professional practice? Isn't it the on-the-job experience and education that creates a safe delivery of care to the patients we serve? Furthermore, do the hospitals have the right to dictate or select by educational level (when again, the license to practice nursing is the same)?

I have met with nursing students from different schools, from UMASS to Quincy College, and I can report to you that they are informed of the hospitals' preferences and their responses vary. At the end of the day both the AD and BS nurses will hold the same license to practice, no restrictions. Some will have the opportunity to continue on for an advance degree; some will not. This should not play a major factor in who will hold a position as a staff nurse.

MNA/NNU has a number of educational programs to enhance your knowledge no matter what your educational level and provides ongoing nursing education. We are here to provide you with the best we can offer. Please take pride in our profession and in your membership to this wonderful organization. MNA/NNU has created a level of respect, education and protection of our profession, not only on the state of Massachusetts but in the country.



Fabiano Bueno  
Region 5 Chair

## MNA Region 5 Annual Meeting

Wednesday, March 28 2012

6 p.m. @ MNA Headquarters, Canton

We want your input for R5 2012 activities.

RSVP right away so we can plan  
for food and materials.

## In This Issue:

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MNA has launched its Facebook page:

[www.facebook.com/massnurses](http://www.facebook.com/massnurses)

## 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 \_\_\_\_\_

Address \_\_\_\_\_

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

Telephone: Daytime \_\_\_\_\_ Evening \_\_\_\_\_

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

was paid for a total of \_\_\_\_\_ hours in the year January 1, 2011 through December 31, 2011 \*

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

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

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

3. \_\_\_\_\_

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

Signed \_\_\_\_\_

Date \_\_\_\_\_

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

**Confirmation of receipt of this application will be emailed to your MNA email account.**

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





# National Nurses United Staff Nurse Assembly

The NNU Staff Nurse Assembly will be held in Chicago (not Washington) May 18-20, 2012. The plan is to fly out very early on Friday, May 18 and return the afternoon of Sunday, May 20.

Due to space limitations for this year's event, the process for selecting MNA participants will be done by lottery this year. All MNA members will have an opportunity to enter their names in a lottery and an equal number of members will be selected from each region.

- To enter your name you must call or email Eileen Norton at 781-830-5777 or enorton@mnarn.org.
- The deadline for entering your name is Friday, March 9, 2012.
- There will be 5 regional boxes at MNA where your name will be entered.
- On March 12, 2012 names will be drawn from each region and notification of those selected will take place.
- A \$100.00 placeholder fee will be required for those selected.


*Photos below are from the 2011 NNU/MNA Staff Nurse Assembly in Washington, DC.*



**MASSACHUSETTS NURSES ASSOCIATION REGIONAL COUNCIL 5 GREATER BOSTON**

## Attention All MNA Members!

MNA Regional Council 5 fundraiser cookbook has over 180 tried-and-true recipes from MNA members.



**ON SALE NOW**

The Greater Boston **FOOD BANK** \$10/book (cash or check) proceeds to benefit the Greater Boston Food Bank

Copies available for purchase at MNA Region 5 events and programs and by contacting the MNA Region 5 office at 781-821-8255 or region5@mnarn.org

**Get a copy for yourself and more copies for gift-giving! Hurry, while supplies last.**

### MNA Region 5 Haitian Orphanage Drive 11/30/11—12/2/2011

*(page 6 for more details)*



Dear Massachusetts Nurses Association,

On behalf of Nurses Care for Haitian Children, we would like to extend a heartfelt thank you to MNA Region 5 for your generous donations to our organization. NC4HC is a non-profit society working to provide a nurturing home life, daily nutritional meals, accessible medical care and educational career paths free from violence, abuse, hunger and poverty for orphaned children in Haiti. This is not a temporary endeavor but rather a lifelong obligation that we are committed to executing for each child. We are only able to continue our work by seeking donations and organizing fundraising events.

You truly did a wonderful thing. Your assistance means so much to NC4HC but even more to our 20 orphans in Haiti. Your contributions were greatly appreciated. We hope to continue to work with you in the future.

Sincerely,

*Nancy Noble* President  
*Michelle Alexis-Telfort* Vice President



# Bargaining Unit Updates



**\*To those units highlighted with ☺: Thank you for your support of the R5 Haitian Orphanage Drive. See page 6 for more details.\***

**American Red Cross.** No report submitted.

☺ **Boston Medical Center** submitted by Lisa Sawtelle. As the year contract extension with the hospital comes to an end, we filed intent to meet with the hospital to discuss the potential of proposals. At the first meeting, before any discussions or introductions could take place, they handed the negotiation committee a proposal, the same proposal they had presented to the SEIU RN/LPNs the night before. We were a little surprised to say the least. Our second meeting we initiated with proper introductions and provided the hospital with some ground rules for further discussion. We also learned that SEIU had tentatively agreed to the hospitals' proposal with minimal changes to the hospitals proposal (a 9% cap on healthcare costs instead of 15% and a freeze on parking rates). We are scheduled to meet again. The hospital has also refused to fill recently-vacated staff nurse positions on several busy units citing a decrease in productivity and the need for multiple float pool nurses to be assigned on all shifts. On a sad note, we have recently lost two members to a major non-union hospital, both taking a cut in pay and one lengthening her commute for the fact that this institution RESPECTS their nurses!

**Boston VNA.** No report submitted.

**Brigham & Women's Hospital.** No report submitted.

☺ **Cambridge Hospital** submitted by Susan Wright Thomas. CHA has denied a request to bargain to settle the contract that expired June 30, 2010. The retiree health insurance issue remains in the court. MNA had proposed negotiating a contract with a reopener should CHA win its appeal of an earlier court decision in favor of MNA. Meetings with Somerville and Whidden, the other CHA hospitals, will be scheduled to arrive at a plan of action.

**Carney Hospital** submitted by Elaine Graves. Carney still involved in the ongoing battle with Steward. Every day there is a new issue to fight. We have filed some complaints with the labor board and have won (e.g. implementing Kronos without bargaining). Fighting with management on paying overtime now that the RNs are getting paid for their time worked. Also re: Kronos they are not letting the RNs work more than 40 hours in one week so that affects the 80 hr. people on 12-hour shifts. Instead of doing one week of 3 12 and an 8, they have to now go 2 12 2 8 hr. per week. That is a big change in their everyday life. A bunch of us went to NY for the day to protest the fact that Steward has no business being in patient care. It was a good day. Now want to restructure and take positions out of the union. We have just gone through a big RIF affecting staff nurses who have been there for 25 years.

**Dana Farber Cancer Institute.** No report submitted.

**Dialysis Clinic, Inc.** submitted Peter Costello. Nothing to report.

☺ **Faulkner Hospital** submitted by Dan Rec. Our contract will be ratified on January 17. The contact will be from October 2011 to April 2013. We will be getting more bonuses than across-the-board raises. We had no take-aways! When the contact does get ratified, we will be initiating a new float pool (one for critical care and one for med/surg). We just had a manager resign from our medical floor. We believe this will be a nice change for this floor. We still have some ongoing management issues on our detox floor but we are trying to work them out.

☺ **Harvard Vanguard Medical Associates** no chair/designee, no report submitted.

☺ **Medford School Nurses** submitted by Lucinda Rigglin-Jay. We met in October with Ted Burke and started gearing up for negotiations this spring. In November we collected goods to benefit the Haitian orphanage supported by MNA. In December we put our heads and spirits together at a solidarity pizza dinner, thanks to funds that member Karen Roberto garnered from her enthusiastic meetings with MNA.

☺ **Newton Public Health.** No report submitted.

☺ **Newton-Wellesley Hospital.** No report submitted.

☺ **Norwood Hospital** submitted by Joan Ballantyne. Ho, ho, ho and Happy New Year. We had a great turnout from Norwood for the trip to Cerberus Headquarters in NYC on 12/20/11. It was such an uplifting, wonderful event showing off our solidarity, not to mention a certain member's acting abilities, a star is born! On a less cheery note, management has been attempting to harass the nurses within our bargaining unit, meeting under different pretexts but attempting to talk about our pension. Obviously we are strongly encouraging our members not to meet with management. Our 401k match was unceremoniously stopped January 1. Arbitration continues on our pension, or lack thereof, and we have several unfair labor charges on file with the NLRB. Never a dull moment at the 'wood. It's going to be an interesting 2012. Stay tuned.

☺ **Quincy Medical Center** submitted by Joanne Hart. We had our first bargaining session with Steward on 12/16/11. The majority of time was spent on the issue of paying the 11 committee members to negotiate. We have had this benefit at Quincy since 1963. We feel this is a respect issue. We have to negotiate a totally new contract and anticipate a long road ahead of us. Recently we had a DPH/CMS survey which was very disruptive on the units. This resulted in having the MNA file cabinet moved to a secure, non-patient care area. The next day the file cabinet and its contents were missing and we were told it was thrown out. There was a lot of valuable personal and historic information lost as a result. We have filed a federal labor charge. On a positive note our members are encouraged by the visibility of our MNA directors Marti Garza and Brian Moloney who have been rounding frequently on all shifts and weekends providing information and support of our issues.

☺ **Radius—Boston.** No report submitted.

☺ **Radius—Quincy.** No report submitted.

☺ **St. Elizabeth's Hospital** submitted by Betsy Prescott. We have just been notified of our seventh RIF since last March. RIFs have affected Med/Surg nurses, cath lab, breast clinic, pain clinic, Brighton Marine, Mother/baby unit, educators and care management. Services have been closed including an outpatient pediatric clinic, occupational health and now we have been served notice of a Steward-wide closure: care management. A trial program of a new model will be started at SEMC (the co-chair of SEMC works in CM), then will move to other hospitals. Nurses are being denied education days due to scheduling needs. We have had so many lay-offs that we are short staffed and now that the winter census has increased, mandating nurses in every unit to staff floors

*(continued on page 5)*

**MNA REGIONAL COUNCIL 5  
ENCOURAGES MEMBERS  
TO VOLUNTEER  
IN THE BOSTON AREA  
JULY 27-29, 2012**

**susan g. komen  
3-DAY  
FOR THE CURE™**

Get Ready for Greatness Join the Team

Contact Region 5 for more info  
781-821-8255/region5mna.org



## Check Out Who's Doing What After Work...

Do you or someone you work with volunteer for a cause or organization? We want to share the volunteer work of our MNA colleagues with all Region 5 members. Here's who's doing what:

### ♥Michelle Alexis-Telfort, Boston Medical Center♥

Please read the note of thanks from [Nurses Care for Haitian Children](#) on page 3. See page 6 for more details about the drive.

### ♥Ketline Edouard, Boston Medical Center♥

For one week in October 2011, a team of about 30 medical and non-medical volunteers including myself put together their skills to successfully run a mobile clinic to help Haitians in need. As a team, we provided basic medical care evaluations and treatment in a village named St. Raphael and its surrounding communities. As you may already know, the entire nation of Haiti is living in a state of despair and the cost of healthcare is out of reach in the country. The hospitals are regionalized, often without any staff, supplies or medications, and there are not enough physicians or nurses to care for the sick. With family, friends, and the assistance of the Massachusetts Nurses Association, we were



able to see about 687 people at the mobile clinic.

♥After two long days traveling, we finally reached our destination and spent the night unpacking our medications and preparing to see our patients in the morning. On each day of the clinic, we started off with registration. On Day 1 we registered about 165 patients including 45 children and 120 adults. Day 2 was even busier, as we registered 305 patients including 55 children and 250 adults. On Day 3 we saw 217 patients including 35 children and 182 adults. On our fourth day (the last day of the clinic), we conducted many teaching sessions on sexual transmitted diseases for about 200 students at a high school.

♥A goal that we all had for this trip was to make a lasting and continuing contribution to the people. The days were all very long and busy, but we went to make a difference and we believe that we did. We are currently working on setting aside a fund to help at least 20 patients with high blood pressure get the treatment needed for their condition. As we continue our journey through this mission, we're looking forward to building strong relationships with the communities of Haiti and our supporters in Massachusetts, especially MNA, as we work together toward a common goal of health.

♥Please check out the video of our trip at [www.youtube.com/watch?v=MjHuy5yXK\\_o](http://www.youtube.com/watch?v=MjHuy5yXK_o).

♥If you are interested in participating in some way, please contact Ketline Edouard at [eketline@hotmail.com](mailto:eketline@hotmail.com) or 617- 827-7720.

♥On behalf of the group [Dedicated Hands for Health](#), I thank you all for your constant support and guidance.

Please contact the Region 5 office to tell us if you are participating in a fundraiser and would like your cause and sponsorship advertised (for free) to thousands MNA members in a future R5 newsletter. (MNA reserves the right to edit all submissions for brevity, content and clarity.) Quarterly newsletters are issued and delivered in the months of February, May, August and November. Deadline for submission is the 15th of the month prior to issuance.

## R5 Haitian Orphanage Drive

☺ Some donations were dropped off at the MNA Region 5 office. Most donations were picked up by the MNA mobile unit. Shown L to R: Medford School Nurses (Columbus Elementary School); Newton Public Health (Oak Hill Middle School); Whidden Memorial Hospital.



## Bargaining Unit Updates (continued from page 4)

and ICUs is the norm. We have filed a class action grievance and individual grievances. Our NICU nurses worked 7am to 3am the next day. Nurses are filling out unsafe staffing forms. We had a holiday party for nurses off campus which was well attended and so much fun. We have been supporting both on- and off-campus open meetings almost every month to discuss all issues. Our health insurance co-pays went up and this is against our contract language. They eliminated 36/44 schedules; which is also contracted language. Our nurses are angry and scared. The fight will continue.

**Somerville Hospital.** No report submitted.

☺ **Tufts Medical Center** submitted by Liz Kendrick. With the new year, we have voted in a new bargaining committee as we continue to progress through our contact extension. We will be back at the table in

September and have much to do as we prepare for negotiations. The nurses at Tufts are filing many grievances and we continue to work through issues throughout our facility.

☺ **Whidden Memorial Hospital** submitted by Carla Cerrato. Negotiations continue to be stalled at Whidden. Several grievances have been filed for contract violations.

**Unit 7 (state facilities)** submitted by Karen Coughlin. Unit 7 is currently meeting with DMH regarding the opening of the new facility called Worcester Recovery Center Hospital. We are also in the process of reopening contract negotiations. Members should watch for contract surveys in the mail. Be sure to fill them out and return them to MNA. Unit 7 officers are trying to meet with all our locals. Your MNA rep can assist you in scheduling. Just give them a call! ■

**Regional Council 5**

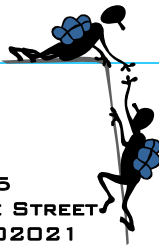
**Everyone loves a parade...**

Join us  
**Dorchester Day Parade**  
 Sunday, June 3, 2012 @ 1 PM  
 Route: Dorchester Ave. @ Lower Mills  
 to Dorchester Ave. @ Columbia Rd.

Contact MNA Region 5 by May 23  
 if you would like to march with us.

Final details (meeting place, etc.)  
 will be shared with participants.

# Helping Hands



MNA REGION 5  
340 TURNPIKE STREET  
CANTON, MA 02021  
781-821-8255  
781-821-8256 FAX  
REGION5@MNARN.ORG

MNA Region 5 encourages its members to participate in community outreach and other approved fundraisers. Let us know if you have an interest to join our efforts in an event described here or if you have a suggested project for us to learn more about and share with our members.



**Fundraiser Cookbook to benefit the Greater Boston Food Bank.** Cookbook sales began at convention. We will continue to sell cookbooks while supplies last until our fiscal year ends in June 2012. If you would like to purchase a cookbook to add to your own cooking library and more books to have for gift giving this holiday season, refer to page 5 for details.

### Nurses Care 4 Haitian Children Orphanage Drive.

Region 5 supported a second successful drive to benefit this private orphanage maintained by a group of Boston-based nurses. The MNA mobile unit picked up donations at participating facilities. Please read the note of thanks on page 3. You may view pictures of the drive online at [www.massnurses.org/region5/photo-gallery](http://www.massnurses.org/region5/photo-gallery). We'll share pictures of the group's December trip to Haiti with you soon.



**Holiday Support to Local Charities.** At its meeting on 9/28/11 the MNA Region 5 council decided to redeem the accumulated points from its credit card awards program for gift cards. (The awards program will be ceasing this winter.) Target gift cards were donated this

holiday season to the following organizations in Region 5 that serve the needy. The council suggested donating to an organization that serves **children/families** (Cradles to Crayons, Brighton), **teens** (Massachusetts Alliance on Teen Pregnancy, Boston and Teen Empowerment, Boston & Somerville) and **elderly** (Elder Public Service Plan, Cambridge). Thank you for your suggestions and support on this community outreach project.

### Susan G. Komen Boston 3-Day for the Cure.

We're spreading the word to request nurses to volunteer for next year's event (July 27-29 2012). If you're interested in registering as a medical crew (entire event) or medical day volunteer for this event, please contact the MNA Region 5 office. ■



## MNA Region 5 is a member of the Greater Boston Labor Council



This means:

- MNA Region 5 is a member of the umbrella organization for labor unions in the greater Boston area.
- MNA Region 5 has the opportunity to send delegates to GBLC monthly meetings. Our voices will be heard! Our votes will count!
- MNA Region 5 can network, access outreach opportunities and attend solidarity events.

If you would like to be considered for appointment as a delegate to the Greater Boston Labor Council, please contact:

**Brian Moloney, Region 5 Community Organizer**  
[bmoloney@mnarn.org](mailto:bmoloney@mnarn.org) OR 781-830-5704



### Recent GBLC Meeting Highlights:

**November 2011:** The MNA delegates to the Greater Boston Labor Council attended the Annual Municipal Awards dinner, where Boston Mayor Thomas Menino was honored for his service and for being a friend of labor in the city of Boston.

**December 2011:** The delegates from the MNA attended the Greater Boston Labor Council's holiday party. At the event, Massachusetts State Federation of Labor's president, Steven Tolman was the keynote speaker. ■



## MNA Labor School, Mondays in Region 5

### Track 2 – Role of the Floor Representative, Grievances and Arbitration

|                 |   |
|-----------------|---|
| Week 1, 3/5/12  | Role of the Floor Rep., Identifying Grievances vs. Complaints, Review of the Grievance Procedure and Time Lines |
| Week 2, 3/19/12 | Grievance Investigation and the Right to Information, Discipline and Just Cause, Past Practice                  |
| Week 3, 4/2/12  | Writing & Filing Grievances, Preparing the Case, Weingarten Rights, Organizing around Grievances                |
| Week 4, 4/16/12 | Presenting the Grievance, Settling Grievances, Arbitration, ULPs  |

### Track 3 – The Collective Bargaining Process

|                 |  |
|-----------------|--|
| Week 1, 4/23/12 | Collective Bargaining and the Legal Foundation, Process Overview, Ground Rules, Bargaining Committees and the Contract Action Team           |
| Week 2, 5/14/12 | Preparing for Bargaining - Surveys, Calendar, Priorities, Defining and Developing a Contract Campaign, The Committee Decision Making Process |
| Week 3, 6/4/12  | At the Bargaining Table – Tactics and Signals, Roles at the Table, Writing Contract Language, Leverage & Pressure Tactics, Use of the Media  |
| Week 4, 6/18/12 | Contract Costing, Strikes & Job Actions, Mediation, Impasse, Agreement, Committee Recommendation and Ratification                            |

**Register now for MNA Labor School! Please specify whether you will attend AM or PM tracks.**

Name \_\_\_\_\_ Email \_\_\_\_\_  
 Facility \_\_\_\_\_ Day Phone \_\_\_\_\_

- Track 2, 10 a.m.-12 p.m.                       Track 3, 10 a.m.-12 p.m.  
 Track 2, 5:30 p.m.-7:30 p.m.\*               Track 3, 5:30 p.m.-7:30 p.m.\*      \*A light meal will be served at 5 p.m.

**Mail/Fax this completed form to the MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021 (781-821-8256 FAX)**

## Women's Labor History: A First Look

Description: We will explore women's organizing and membership in unions from 1900 to the present, looking at what others have found and doing some 'detective work' ourselves. Women's earlier labor struggles will give us a basis for analyzing the struggles nurses and other groups of women are facing at work now. Throughout we'll be asking: How does our understanding of labor history inform our actions today?

Presenter: Roz Feldberg  
 Dates: Four Mondays: April 2, 9, 23 and 30, 2012  
 Time: 5:00-5:30 p.m. Registration/Dinner  
       5:30-7:30 p.m. Program  
 Location: MNA Headquarters, 340 Turnpike Street, Canton  
 Prerequisites: None – except your interest and participation.  
 Fee: FREE but registration required  
 Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Please avoid wearing scented personal products when attending MNA continuing education programs.

**Mail/Fax this completed form to the MNA Region 5 Office,  
 340 Turnpike Street, Canton, MA 02021 (781-821-8256 FAX)**

Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Place of Employment \_\_\_\_\_



Sign me up for Women's Labor History: A First Look, four Mondays in April 2012  
*free educational program, registration required*

## MNA Continuing Education, Winter/Spring in Region 5

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



The Massachusetts Nurses Association will provide the following continuing education programs in Region 5. Please go to [www.massnurses.org](http://www.massnurses.org) for information about these programs. To register, complete a regional registration form and submit form and a placeholder check to the MNA Region 5 office.

**Infectious Diseases Update: TB and Hepatitis**  
 Lombardo's, 6 Billings Street, Randolph, MA  
 Thursday, March 29, 2012, 6 p.m.-9 p.m.

**What to Do When the BORN Comes Knocking on Your Door**  
 MNA Headquarters, 340 Turnpike Street, Canton, MA  
 Thursday, April 5, 2012, 6 p.m.-9 p.m.

**Medical Mistakes & Mishaps**  
 MNA Headquarters, 340 Turnpike Street, Canton, MA  
 Tuesday, May 15, 2012, 6 p.m.-9 p.m.

# Save the Dates



**For more information on any of these events, contact the Region 5 office.**

**Future Council Meetings (Weds., 6pm, MNA Headquarters):**

March 28, 2011 *R5 Annual Meeting* May 23, 2011  
September 26, 2011 July 25, 2011 November 28, 2011

**MNA 10th Annual Labor Leader Summit**

April 26-27, 2012/Doubletree Westboro

**MNA Nursing Clinical Conference**

May 11, 2012/DCU Center, Worcester

**MNA Labor School:** *More details on page 7.*

*Track 2 Role of the Floor Rep., Grievances & Arbitration*

MNA Headquarters, 340 Turnpike Street, Canton, MA  
Mondays a.m. or p.m.: 3/5/12, 3/19/12, 4/2/12, 4/16/12

*Track 3 The Collective Bargaining Process*

MNA Headquarters, 340 Turnpike Street, Canton, MA  
Mondays a.m. or p.m.: 4/23/12, 5/14/12, 6/4/12, 6/18/12

*Women's Labor History, A First Look*

MNA Headquarters, 340 Turnpike Street, Canton, MA  
Four Mondays: April 2, 9, 23 and 30, 2012

**Winter/Spring Continuing Ed in R5:** *More details on page 7.*

*Infectious Diseases Update: TB and Hepatitis*

Lombardo's, 6 Billings Street, Randolph, MA  
Thursday, March 29, 2012, 6 p.m.-9 p.m.

*What to Do When the BORN Comes Knocking on Your Door*

MNA Headquarters, 340 Turnpike Street, Canton, MA  
Thursday, April 5, 2012, 6 p.m.-9 p.m.



**Please bring non-perishable item(s) when you attend events, meetings and programs hosted by MNA Region 5.**

**Medical Mistakes & Mishaps**

MNA Headquarters, 340 Turnpike Street, Canton, MA  
Tuesday, May 15, 2012, 6 p.m.-9 p.m.

**MNA Reduced Dues Qualification** *More details on page 2.*

Application deadline: April 1, 2012

**MNF Scholarships**

Application deadline: May 1, 2012

**2012 MNA Award Nominations**

Award recommendation form deadline: May 9, 2012

**NNU Staff Nurse Assembly** *More details on page 3.*

Lottery drawing deadline 3/9/12

May 18-20, 2012/Chicago, IL

**MNA Consent to Serve Forms**

Applications must be postmarked by June 1, 2012

**Dorchester Day Parade** *More details on page 5.*

Join or watch us as we march down Dorchester Ave.  
June 3, 2011 @ 1 p.m.

**Susan G. Komen 3-Day for the Cure** *More details on page 4.*

Join us as medical crew or medical day volunteer  
July 27-29, 2012



**2012 MNA Convention**

October 3-5, 2012/Springfield Sheraton

*Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Men and women are requested to avoid wearing scented personal products when attending MNA meetings/programs.*

**See page 3 for details.**  
**Fundraiser Cookbooks on sale!**



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