



Regionally Speaking

VOLUME SEVEN, ISSUE ONE • Winter 2016

Council Members

-  Fabiano Bueno, Chair
Carney Hospital
-  Joan Ballantyne, Vice Chair
Norwood Hospital
-  Katie Christopher, Secretary
Boston Medical Center
-  Dan Rec, Treasurer
B&W Faulkner Hospital
-  MNA Board Rep (2014-2016)
Dan Rec, B&W Faulkner Hospital
-  MNA Board Rep (2015-2017)
Joan Ballantyne, Norwood Hospital
-  At-Large (2014-2016)
Sandy Eaton, Retired
-  At-Large (2014-2016)
VACANT
-  At-Large (2015-2017)
Kirsten Ransom, St. Elizabeth's
-  At-Large (2015-2017)
VACANT

Each of these R5 facilities holds an elected voting rep at R5 council meetings:

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

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Harriett Duggan, Office Manager
Brian Moloney, Community Organizer

MUST-KNOW INFORMATION FOR ALL UNION MEMBERS on a case that will affect public union members

On 1/11/16 the US Supreme Court heard arguments in Friedrichs vs. California Teachers Association. This case threatens the strength of public-sector unions across our country. The petitioners are represented by the anti-union Center for Individual Rights, a right-wing, special interest group that receives its monies from corporations and billionaires. This lawsuit is part of a larger strategy to destroy unions across the US through misnamed "right-to-work" laws. The suit claims state "agency shop" laws, which require public employees to pay union dues or an agency fee as a condition of employment, violate well-settled principles of freedom of speech and association. They want to share in the benefits of a unionized work place without contributing their fair share or any share at all but they want to still be entitled to union representation and to all the benefits and contract protections the union negotiates.

In Massachusetts, the law says that if you choose not to be a union member, you must still pay your "fair share" (otherwise known as an agency fee) for the union's work that benefits you — for example, the higher salaries and benefits that unions negotiate, better working conditions, health and retirement benefits and so on. The law protects the "free speech" of those who are opposed to union membership by establishing the agency fee payer option for those who opt out of full union membership.

A strong public union provides benefits to the Commonwealth as a whole. When public unions fight for measures that help workers do their jobs safely and effectively, the public benefits too — for example, when firefighters bargain for better safety equipment or nurses bargain for lower staff-to-patient ratios. An adverse decision in this case could affect the ability of public-sector unions to defend their role in providing public services. From public transit workers to school teachers to members of Unit 7, public employees are in the forefront of fighting privatization schemes and budget cuts to the public services that poor and working people rely upon. A union without adequate resources will have a difficult time being an effective representative for the workers it represents and our communities will lose the advocacy that benefit the public services provided by those unions.

So, what if the Supreme Court says workers can opt out of a "fair share" fee in a unionized workplace and become free riders? It would place unions in the unfair position of still representing workers, negotiating on their behalf and improving their working conditions without the law's safety net requiring that all who benefit share in the costs. Dues-paying members would have to pay for the equal representation provided to non-members. This could undo union solidarity and destabilize the labor movement.

We know that anti-union groups will spend millions on campaigns attacking unions and urging our members to become "free riders". We all need to remember that strong unions

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Bargaining Unit Updates



Boston Medical Center submitted by Susan Sirrico. The nurses at BMC voted not to ratify the tentative agreement reached with the hospital by a decisive 2:1 margin. The bargaining unit has made it clear they are unwilling to accept any wage or benefit concessions. The negotiating team has resumed negotiations with the hospital at this time.

Brigham & Women's Hospital submitted by Trish Powers.



Contract negotiations continue, with security and safety issues as our most important priority. We are also holding the line on several concessions the hospital has proposed. We are in the midst of a strong button campaign to show our solidarity.

Brigham & Women's Faulkner Hospital submitted by Kathy Glennon & Dan Rec.



We are still finalizing our proposals for our contract that will expire on March 31. Hopefully by the time you read this, we would of had our first negotiation date under our belt. Our emergency room is having a lot of turnover with some team issues - staffing is too low and unsafe, mandatory OT is being used as regular staff denying vacation or educational days and some intimidation. We have meetings set up to help rectify the issue. All of our units are busy. The hospital is still working on applying for Magnet recognition.

Cambridge Health Alliance submitted by Susan Wright Thomas. CHA has prematurely declared impasse in negotiations for a successor contract for Cambridge and Whidden bargaining units. We are currently meeting with a mediator and exploring our options. There was a successful meeting with Cambridge, Whidden and Somerville negotiating teams and local legislators about our concerns with the negotiating process and our fears that CHA will exploit a legal loophole to impose changes they could not bargain. Legislators were responsive and expressed concern about the process and our worries about deteriorating patient care at the hospitals. Our members participated actively in a petition drive to demand fair negotiations and an acceptable contract and we are seeking a meeting with CEO Patrick Wardell to present the petitions. Button campaigns and member engagement are ongoing.

Dana Farber Cancer Institute submitted by Colleen Chin. DFCl is pleased to announce that our MNA contract was ratified on 1/14/16. The new contract ensures that DFCl nurses will remain highly competitive in their specialized fields. The new settlement will provide a 4% increase in the first 18 months (in 3 increments) for those RNs at the top of the scale. Nurses currently in steps will continue to receive a 5% annual step increase plus a 1% ATB increase each year of the two-year contract. The bargaining unit was very pleased with the outcome of the vote and happy to have our hard work recognized and appreciated.

Medford School Nurses submitted by Allison MacGilvary. Things continue to be very busy here in Medford. We are waiting to hear from school administration regarding our contract

negotiations are anxious to get started! We are hoping to have two nurses in every building. We feel that this is extremely important in helping us keep our students safe. In December we were all trained in Narcan administration and all of our schools now have stock Narcan. We are awaiting two new babies and two new master's degree graduates!

Newton-Wellesley Hospital.



Submitted by Betty Sparks. NWH is still in negotiations for a new contract; our old one technically expired the end of September 2015. The hospital wants to increase our health insurance contributions but not our salaries. They continue to ignore our staffing proposals and want to change nurses who work 32 hours or more from every third weekend to every other. On top of that we are now in the mist of training for the roll out of Epic, which is to scheduled 4/2/16.

Norwood Hospital submitted by Joan Ballantyne.



January finds Norwood in a bit of a lull, no real contentious negotiations, no major conflicts, our ICU continues to hold the line on the ICU Staffing Law. This is good as we have had some time to regroup and organize for the next big thing - the push for Safe Patient Limits in our ER and ALL other hospital units. The Patient Safety Act will set a safe limit on the number of patients assigned to a nurse at one time.

(continued from page 1)

benefit workers:

- Salaries are higher in unionized workplaces.
- Health benefits, paid time off and retirement security are significantly better in unionized workplaces.
- Unions have achieved due process and basic job protections non-existent in non-unionized workplaces.
- Through unions, employees have a voice in safety, in working conditions and in ensuring high standards for their professions and in the services they provide.
- Where unions are strong, wages and benefits for all workers are better than in states with no union presence.

It is against an individuals' self-interest to weaken a union in their workplace. Advances come from strong unions where member solidarity is steadfast and members are mobilized.

While this case affects only public sector unions (within the MNA; Unit 7, Cambridge Healthcare Alliance, Public Health and School Nurses), it is the tip of the iceberg, and it is the first step in becoming a "right to work" state. We all need to be aware of the right wing anti-union movement, the attacks on unions and ongoing attempts to weaken unions across our nation. We need to solidify our solidarity to keep our union strong.

St. Elizabeth's submitted by Cate Harrington.

We are beginning the process of working with federal mediators to facilitate effective communication and conflict resolution between the management team and labor representatives. We are hopeful that a close look at the process will help to make our efforts effective and we look forward to resolving the issues related to contractual compliance. We are also planning a first SEMC unity day, hopefully to coincide with distribution of hard copies of our newest ratified contract to the membership. Some fun and positive group events are long overdue!

Unit 7 (state facilities) submitted by Karen Coughlin.

Arguments were heard on 1/11/16 at the US Supreme Court that could affect Unit 7. Please read the article on page one in this newsletter. Your Unit 7 Executive Board is working with MNA on how we will be keeping Unit 7 members informed and educated on this case and the potential ramifications on Unit 7.

- The Governor announced his fiscal year budget cuts, \$9c cuts, but none of the cuts affect Unit7.
- Contracts have now been printed. MNA Labor Directors (Kevin Hayes, Marc Carbonneau, Roland Goff) will be working with Unit 7 facility chairs on distributing them to the membership.
- The proposed contract to privatize SE Area emergency psychiatric services has been presented to the state auditor for review. The state auditor has to review and decide if the contract will be accepted. If not accepted, then the services remain with DMH. The MNA and SEIU 509 will be running radio ads against the privatization and have submitted a letter in opposition.

Whidden Hospital submitted by Carla Cerrato.



Our negotiating team met with a mediator in January to discuss the numerous concessions that CHA still has on the table after negotiating for 18 months. We also have been meeting with nursing leadership at CHA to discuss staffing levels and had reached tentative agreements in several areas of the hospital. It was both shocking and disappointing that CHA came to the last staffing meeting and showed no interest on agreeing to staffing levels after our many months of progress.

No reports were submitted by these R5 bargaining units:

American Red Cross
Boston Medical Center
Boston VNA
Carney Hospital
Dialysis Clinic, Inc.
Harvard Vanguard Medical Associates
Newton Public Health
Somerville Hospital
Tufts Medical Center

MNA CE 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. Contact hours will be provided.



Psychiatric Competencies for the Non-Psych Nurse

MNA Headquarters, 340 Turnpike St., Canton, MA

Thursday, April 7, 2016, 5:30-7:45 p.m.

Registration/Dinner: 5 p.m.

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

Vaccines Across the Lifespan

MNA Headquarters, 340 Turnpike St., Canton, MA

Wednesday, May 4, 2016, 5:30-7:30 p.m.

Registration/Dinner: 5 p.m.

Presenter: Mary Linda O'Reilly, MSN, APRN-BC

Anticoagulation: A Nurse's Perspective

MIT Endicott House, 80 Haven St., Dedham, MA/

781-326-5151/mitendicotthouse.org

Thursday, May 19, 2016, 5:30-7:45 p.m.

Registration/Dinner: 5 p.m.

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

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

MNA Headquarters, 340 Turnpike St., Canton, MA

Thursday, September 22, 2016, 5:30-7:45 p.m.

Registration/Dinner: 5 p.m.

Presenter: Anne B. Baker, RN, MTS

To register, complete and return a regional registration form with a placeholder fee (by check only) to MNA Region 5, 340 Turnpike Street, Canton, MA 02021. Member/Associate Member Free~Non-Members \$95. *Requires \$25 placeholder fee which will be returned upon attendance at the program. Download form at www.massnurses.org/region5/forms.*

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:

Seamus Whelan, Cambridge Hospital

Stop the West Roxbury Lateral Pipeline Campaign (SWRL) is a grass roots, community organized campaign which over the last year and a half has battled energy giant Spectra Energy. This Texas-based fossil fuel conglomerate is forcing a high pressure fracked gas pipeline through our Boston neighborhood and the adjacent towns of Dedham and Westwood.

♥ SWRL has allied itself with other community, student and environmental campaigns that are fighting the same struggle throughout the state and beyond. SWRL has also won labor support from unions like Mass Teachers Association and our own MNA.

♥ These pipelines present unacceptable dangers to local communities and to our environment. In West



Roxbury the pipeline will pass adjacent to a blasting quarry and will pass by local playgrounds, churches and schools in this densely populated neighborhood. In New York a Spectra pipeline will pass next to a nuclear power plant on an earthquake fault line. Not only should Spectra's abysmal safety record give us cause for concern, the Attorney General's office has issued study findings detailing that extra pipeline capacity is unnecessary to our future energy needs and to our economic well being.

♥ Region 5 members can help support this struggle by attending our weekly local vigils, signing our online petition and calling our elected officials asking them to file court appeals. See www.swrl.info and www.facebook.com/stopwrl for details on how to help.

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 of 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.

MNA Region 5 is a member of the



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@mnam.org • 781-830-5704 TEL • 781-571-1057 CELL

Recent GBLC Highlights: Region 5 purchased a table at the GBLC Salute to Municipal Officeholders on 11/20/15. The event was held at Montvale Plaza, Stoneham.



Pathways to Good Jobs

Saturday, March 5

Noon to 2:30pm

Boston Teachers Union

180 Mount Vernon Street, Dorchester

Near JFK UMass Stop on Red Line

If you would like to join the GBLC Futures Committee and MassCOSH Teens Lead at Work in educating Boston area youth about pathways into good union jobs in nursing, please contact Brian Moloney (contact info on the left side of this box).



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Your tax-deductible donation
will benefit the MNF Scholarship Program.

**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

Ball Drop date: July 11, 2016

Purchase on-line via PayPal or credit card at
www.massnurses.org/about-mna/mnf/golf-tournament

Save the Dates



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

2016 Council Meetings (Tuesday, 6 p.m., MNA Headquarters):

March 15; May 17; July 19; September 20; November 15

Continuing Ed in R5 For more details, see page 3. To download a regional registration form, go to www.massnurses.org/files/file/Nursing-Resources/CE/Region_reg.pdf.

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Thursday, September 22, 2016, 5:30-7:45 p.m.

Labor Leader Summit For more info on this event, go to www.massnurses.org/region5/events/p/event/9736

Doubletree Suites Hotel, Milford
March 23-24, 2016

MNA Annual Clinical Conference: For more info on this event, go to www.massnurses.org/region5/forms.

DCU Center, Worcester, MA
May 6, 2016

MNF Scholarships For more info and to download an application, go to www.massnurses.org/about-mna/mnf/scholarships
Applications must be postmarked by June 1, 2016

MNA Call for Nominations-2016 Election For more info on MNA elections, go to www.massnurses.org/member-services/mna-elections
Consent to Serve Forms must be postmarked by May 31, 2016

MNF Golf Tournament (fundraiser for scholarships) For more info on this scholarship fundraiser, go to www.massnurses.org/About-MNA/About-the-Massachusetts-Nurses-Foundation/Rosemary-Smith-Memorial-Golf-Tournament
Indian Pond Country Club, Kingston, MA
July 11, 2016



**Register Now! Track 4:
Labor Laws and Special Topics**

Four Wednesdays: Mar 16, Mar 30, Apr 6, Apr 13
Dinner @ 5 p.m. • Session 5:30-7:30 p.m.

- Family Medical Leave Act; Massachusetts Small Necessities Leave Act; HIPAA
- Fair Labor Standards Act; Overtime Rules; Labor-Management Reporting & Disclosure Act (LMRDA); Union Officer Elections
- The NLRB & Kentucky River/Oakwood Cases; Nurse Supervisor Issues
- Workers Compensation; OSHA; American with Disabilities Act

To register, contact the MNA Region 5 office (contact info on page 1).



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

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.