



Massachusetts
Nurses
Association

Regional Council 5
Greater Boston



www.massnurses.org/region5

NEWSLETTER OF MNA REGION 5

Regionally Speaking

VOLUME EIGHT, ISSUE ONE • Winter 2017

Council Members



Joan Ballantyne, Norwood Hospital
Chair (2016-2018)



Barbara Tiller, Tufts Medical Center
Vice Chair (2016-2018)



Kathy Reardon, Norwood Hospital
Secretary (2017-2018)



Dan Rec, B&W Faulkner Hospital
Treasurer (2015-2017)



MNA Board Rep (2016-2018)
Dan Rec, B&W Faulkner Hospital



MNA Board Rep (2015-2017)
Joan Ballantyne, Norwood Hospital

vacant

At-Large (2016-2018)
VACANT

vacant

At-Large (2016-2018)
VACANT



At-Large (2015-2017)
Kirsten Ransom, St. Elizabeth's

vacant

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
- CHA Cambridge Hospital
- CHA Everett Hospital
- CHA Somerville 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 Satellite
- St. Elizabeth's Medical Center
- Tufts Medical Center
- Unit 7 (state facilities) Representative

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www.massnurses.org/region5
www.facebook.com/massnurses
Harriett Duggan, Office Manager
Brian Moloney, Community Organizer



Massachusetts
Nurses
Association

IT'S TIME FOR LIMITS IN ALL UNITS



Help us plan our ballot campaign for safe patient limits in **ALL UNITS** of acute care hospitals

Wednesday, February 15, 2017 from 6:30 – 8:30 p.m.
MNA Headquarters, 340 Turnpike St, Canton, MA

The MNA Board of Directors is hosting meetings in each region of the state to begin the process of developing a campaign aimed at winning safe patient limits in all units of our Massachusetts' acute care hospitals.

We invite you to join MNA President Donna Kelly-Williams and Executive Director Julie Pinkham to help plan this campaign. Light refreshments will be provided.

PLEASE RSVP to Robin Gannon at rgannon@mnarn.org; 781-830-5724 by **Friday, February 10** as seating is limited.



Save Health Care Rally at Faneuil Hall on 1/15/17
with Senator Elizabeth Warren, Senator Ed Markey, Mayor Marty Walsh, and members of the MA Congressional Delegation

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Bargaining Unit Updates



Boston Medical Center submitted by Susan Sirmico. The BMC committee remains in ongoing contract negotiations with the hospital. We are currently in a discussion with our members and the hospital regarding position selection language and job security for our members after the consolidation of the East Newton Campus MNA nurses and the Menino Campus SEIU nurses. This language will outline a process for the MNA nurses to select positions within the SEIU unit once the consolidation has occurred.

Brigham & Women's Hospital submitted by Trish Powers. An open meeting was held on 1/17/17 and new bylaws/guidelines were unanimously approved. Information on the upcoming committee election will be sent out soon. The new contract has just been finalized and copies will be distributed next month. A grievance filed over the scheduling of holidays in Interventional Radiology was recently settled and holidays will now be fairly rotated.



Brigham & Women's Faulkner Hospital submitted by Kathy Glennon & Dan Rec. The BWFH reinstated weeknight call in the PACU. We are currently trialing the plan to work out the details. In the OR, the hospital wants the nurses to start being the ones who manipulate the Arch table. We are working the details of this out also. As of January the hospital has started a new pension plan and has proposed to replace the one we have now with the new one. We are looking over the information given to us. Mandatory overtime continues in the emergency dept. and on the psych unit.



Cambridge Health Alliance submitted by Susan Wright Thomas. We are preparing for contract negotiations, expected to begin this summer. The bargaining unit will be surveyed regarding priorities and concerns. The Executive Committee has begun work on proposals. Developing a working relationship with new management leadership is ongoing.



Carney Hospital submitted by Elaine Graves. Committee starting to think about negotiations. New CNO at Carney is working out okay. We have a few arbitrations coming up; one about an RN in psych that was terminated. Looking good for us. Have a charge against Carney with NLRB about paying to park at Carney. Census up, says we are making money. Opened a new floor. ED construction is done and brand new!

Medford School Nurses submitted by Allison MacGilvray. As we approach the half way mark of the school year, we continue to work as a team to keep all of our students safe and healthy. With the cold weather upon us we have worked together to collect mittens, winter coats and boots for students who may need them. As I have said several times in the past, the families of Medford are very lucky to have such dedicated school nurses. Stay warm!

Newton Public Health submitted by Susan Riley. The Newton Health and Human Services Department School Nurses have filled the vacancies created by a school moving and also nurses leaving.



We are thrilled to have a full staff again so we can provide quality care to our students. With our in school flu clinics behind us we have now actively completed our state-mandated screening and will begin contract negotiations this summer.

Newton-Wellesley Hospital submitted by Laurie Andersen & Betty Sparks. NWH continues to stand up to management over staffing cuts and safety concerns throughout the hospital. Over 600 NWH nurses signed a vote of no confidence in the nursing leadership of Karen Conley and presented it to Dr. Michael Jaff, our new CEO. Dr. Jaff responded to our executive committee with a very nasty letter. Not surprising Conley resigned. What did surprise us is her position was immediately filled by Kevin Whitney from Mass General. It seems that all positions of upper management are being filled with Mass General candidates. Dr. Jaff assures us an improved working relationship going forward. Time will tell! Our staffing remains inadequate in the ED and Med/Surg units. Floating in the Mother/ Baby unit to the Special Care nursery is an issue. During the

violence towards staff. Our Workplace Violence Committee is currently working with management and the MNA to address this very real threat to our staff. The hospital-sponsored holiday party was well attended and the hard working staff of Norwood found time to relax and catch up with their friends and colleagues and showed their finery and skills on the dance floor. The normal work day often does not afford us the time for simple social interaction between coworkers and different departments within the hospital and it's good to be reminded that we all have lives outside of the work environment. We are holding a food drive in February as part of our Region 5 community outreach project. Keep an eye out for the MNA mobile unit collecting all our stacks of cans and provisions.

St. Elizabeth's submitted by Kirsten Ransom. We continue to work to develop the ICU acuity tool. We remain short staffed in many areas but they are actively hiring to fill the positions. We have had multiple turnovers in management, from floor managers to HR and the President. This has made it very difficult to make progress on some outstanding issues. We are working with and educating the new management team on the issues. We are in the very beginning stages of preparations for negotiations to begin this year.



Tufts Medical Center submitted by Mary Havlicek Cornacchia. We are on negotiation session #20. After running a month long 'letter to the CNO' campaign, we collected 700 letters. The mobilization and engagement in this campaign has resulted in great momentum and the administration is keenly aware. Our Facebook page is up to nearly 900 members and has served to connect all of our members. The hospital cancelled the last negotiation session in order to "regroup." They came to the table with counter proposals that indicated they have finally started to listen to our issues with all of their original takeaways. We appreciate the movement in their counters but there is so much work to be done. After they presented all of their counters, the committee read several of the letters to the CNO at the table. Those messages were powerful and so moving to read. They clearly illustrate all of the issues facing our nurses every single day and explain why we will not accept concessionary bargaining. These letters also served to unite every nurse in our bargaining unit! Our next step is a survey monkey that will define just how far our members are willing to go to fight for the resources we need to care for our patients and the compensation we deserve. Our next session is in the first week of February and we will stand strong together!



Whidden Hospital submitted by Carla Cerrato. Nothing to report at this time.



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 GBLC, please contact:
Brian Moloney, Region 5 Community Organizer
 bmoloney@mnarn.org • 781-830-5704

MNA R5 purchased a table at the 11/17/16 GBLC annual dinner and salute to municipal office holders. The event was held at the Montvale Plaza, Stoneham.

nurses' learning curves of the Epic computer system, orders are missed, put in the wrong place, and are at times dangerously wrong! This is when experience is the KEY to patient safety! It takes an experienced RN to say, "No, let's look at this again." We all need to rally together and get our Safe Patient Question* on the 2018 Ballot so every RN in Massachusetts can safely take care of their patients no matter what hospital they work at or what computer system they use. The nurses have been vocal and strong in filling out unsafe staffing forms, attending meetings and communicating with the MNA reps regarding ongoing concerns. Together we will continue to stand up for patient care and our nurses.

(*See page 1 for upcoming event on this important topic.)

Norwood Hospital submitted by Joan Ballantyne. Business at the Wood is as hectic as usual, even more so in some of our units who are experiencing an uptick in



No reports were submitted by these R5 bargaining units: American Red Cross • Boston VNA • CHA Somerville Hospital • Dana Farber Cancer Institute • Dialysis Clinic, Inc. • Harvard Vanguard Medical Associates • Unit 7 (state facilities)

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.



Spring 2017 CE PREVIEW...

Please note that registration for these classes are not yet available; signup will be official and accessible when all MNA classes are announced in the early part of 2017. CE classes are free to all MNA members, although most require a small placeholder fee that is returned upon attendance. Attendance is not restricted to a single region; members are invited to attend any session that is convenient and of interest. Check the MNA website at www.massnurses.org for a complete listing of classes being held in all five of the MNA regions.

Anti-Coagulation: A Nurse's Perspective

MNA Headquarters, 340 Turnpike St., Canton, MA
Wednesday, April 12, 2017, 5:30-7:45 p.m.

Updates on anti-coagulation therapy, treatment decisions, and nursing strategies for assessment and patient education, to enhance the nurse's clinical.

Presenter: Ann Pianka, ANP, MSN, CACP

The Crisis of Addiction & Drug Abuse

MNA Headquarters, 340 Turnpike St., Canton, MA
Wednesday, May 24, 2017, 5:30-8:00 p.m.

This program will provide nurses with information about the variety of illicit drugs abused by patients to include the exotic street drugs. It will include the etiology of addiction and drug use, pharmacological treatments and nursing management of patients who present under the influence. Evidence based interventions will be discussed. Nasal Narcan training will be provided.

Presenter: Charlene Richardson MSN, RN, CEN, LNC

The Many Faces of the War on Drugs: A Public Health Dilemma

Bank of Canton, 490 Turnpike St., Canton, MA
Wednesday, June 7, 2017, 9:00 a.m.-4:30 p.m.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC
Additional speakers to be announced.

Knee and Hip Surgery Update: Nursing Management

MNA Headquarters, 340 Turnpike St., Canton, MA
Wednesday, April 5, 2017, 5:30-8:45 p.m.

This program will address the current modalities for knee and hip surgery. Patient assessment, 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

Protecting Developing Brains: What Health Care Providers Need to Know About Sport-Related Concussions

MIT Endicott House, 80 Haven St., Dedham, MA
Wednesday, April 26, 2017, 5:30-7:45 p.m.

Brain injury among children and adolescents is a major public health concern. Although the majority of injuries are considered mild, a proportion of those injured will experience considerable physical, cognitive, educational, social, and emotional consequences. The major focus of this presentation will be on sports-related concussions.

Presenter: Alex Taylor, Psy.D.

Registration & Dinner: 4:45-5:30 p.m.

The Golden Hours for Surviving Sepsis: New Perspectives

MNA Headquarters, 340 Turnpike St., Canton, MA
Thursday, May 11, 2017, 5:30-8:05 p.m.

This presentation will describe the recently updated definitions for sepsis and septic shock and the SOFA (Sequential Organ Failure Assessment) criteria. An approved understanding of sepsis pathophysiology will be reviewed. Case studies will be utilized to highlight the application of these guidelines for bedside clinical assessment and management

Presenter: Carol Daddio-Pierce, RN, MS



MNA Email—Activate Yours TODAY!

CAN'T FIND YOUR MNA EMAIL ADDRESS AND PASSWORD?
Just call MNA Headquarters at 800-882-2056 and press 1 for the Membership Division. Once activated, you can also have your MNA email forwarded to your personal email account for convenience!

MNA Email—Here's Why:

- ◆ It's assurance that your bargaining unit leadership can communicate with you.
- ◆ It's necessary to register online for MNA continuing education and other MNA programs.

Application for Minimum Hours Reduced Dues Category



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 nurses and/or other health care professional to verify to the satisfaction of MNA on an annual basis his/her eligibility for the 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 period now open. **Deadline for application: April 1, 2017.** Download an application at www.massnurses.org/files/file/site/Application_for_Min_Hours_Reduced_Dues.pdf. Contact the MNA Membership Division with any questions at 781-821-4625 and membership@mnarn.org



Massachusetts Nurses Association

Regional Council 5 Greater Boston



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MNA Regional Council Five 340 Turnpike Street Canton, MA 02021



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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: May 15, 2017

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.

2017 Council Meetings (Tuesday, 6 p.m., MNA Headquarters):

March 21—Media training at 5pm. For more details, see right. May 16 July 18 September 19 November 21

MNA Application for Minimum Hours Reduced Dues

Deadline for submission/For more details, see page 3 April 1, 2017

Continuing Ed in R5 For more details, see page 3.

- Anti-Coagulation: A Nurse's Perspective
The Crisis of Addiction & Drug Abuse
The Many Faces of the War on Drugs: A Public Health Dilemma
Knee and Hip Surgery Update: Nursing Management
Protecting Developing Brains: What Health Care Providers Need to Know
About Sport-Related Concussions
The Golden Hours for Surviving Sepsis: New Perspectives

MNA Clinical Conference

DCU Center, Worcester, MA May 5, 2017

MNF Golf Tournament

Blue Hill Country Club, Canton, MA May 15, 2017

MNA Annual Convention 2017

Sheraton, Framingham, MA October 11-13, 2017



Media Training for MNA Nurses

Tuesday, March 21, 5:00 p.m. a one-hour session before the MNA R5 council meeting



- Media Relations
Interview process
Preparing for an Interview
Mock Interviews for Both Print and Electronic Media
Using Media to Advance Your Bargaining Unit's Issues
Dos and Don'ts

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.