



# Regionally Speaking

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## Council Members

Fabiano Bueno, Chair  
Quincy Medical Center

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 (2013-2015)  
Barbara Tiller, Tufts Medical Center

At-Large (2014-2016)  
Sandy Eaton, Retired  
VACANT

At-Large (2013-2015)  
Joan Ballantyne, Norwood Hospital  
VACANT

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
- Brigham & Women's Faulkner Hospital
- Cambridge Hospital
- Camey 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

### MNA Regional Council 5

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Harriett Duggan, Office Manager  
Brian Moloney, Community Organizer

## Two Losses for R5 & the Nursing Profession

Sadly, I share the news of two of our fallen sisters who made countless contributions to MNA and the nursing profession.

~Fabiano Bueno, R5 Chair



Fabiano Bueno, Betsy Prescott & Pat O'Neill  
(2010 R5 Haitian Orphanage Drive)



**Betsy Prescott** passed away suddenly on 1/16/15. Betsy was born in Boston in 1958. She married the love of her life, James R. Prescott, on August 4, 1979. She is survived by her children; Michelle LaPierre and husband John LaPierre, James C. Prescott and wife Meghan Prescott, grandson Cameron Prescott, father Donald Brock, mother Marjorie Relyea, sisters Deborah Brodeur and Diana Taft and brother Robert Brock.

Betsy graduated from Needham High School in 1976. She entered into nursing school at St. Elizabeth's Hospital where she graduated with a diploma in nursing and began her career as a registered nurse. She continued working at St. Elizabeth's Hospital for her 36-year nursing career. During that time, she became known as a respected nurse, teacher, mentor and advocate. Along with her nursing career, Betsy served as chair of St. Elizabeth's Medical Center for over a decade and as secretary of MNA Region 5 Council for several years. Betsy later earned

her bachelor's degree in nursing from Framingham State University.

Betsy also participated in the Christ Church Episcopal Choir, acted as a verger and party planning extraordinaire. She actively attended church events and created many long lasting friendships through connections made at church. Betsy also volunteered her time to sew ballet costumes at Paulette's Ballet Studio during Michelle's performances and spent many days cheering from the bleachers at Jimmy's hockey games. Betsy was known by many as a selfless woman that had a huge heart. She gave unlimited time and attention to all who needed it. She advocated strongly for her colleagues and her beliefs. Betsy was always there when she was needed. In 2014, she earned the title of Nana upon the birth of her first grandson Cameron. Her joy in becoming a grandmother was evident to all and Cameron quickly became a great source of pride for her. To her family, Betsy was a loving and supportive presence. She brought joy into the lives of those who loved her and was always there with a smile. She was a listening ear, a skilled advice giver, and a presence in the kitchen that could not be matched. It was in her roles as wife and mother that Betsy most excelled. She will be dearly missed.

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# Bargaining Unit Updates



**Boston Medical Center** submitted by **Lisa Sampson**. At BMC we had our first full day of negotiations in the new year. We continue to try and obtain language to assure job security with the closing of the MNA campus in the next several years, while keeping a fair contract for our bargaining unit that will remain in the Moakley building. The new CNO continues to maintain that she will need every nurse currently employed at BMC especially with the volume we are currently experiencing. I would also like to welcome our new transplants from QCH and Boston Radius: Kim, Carol, Mineson and Sasha! Their loss is truly our gain!

**Brigham & Women's Hospital** submitted by **Trish Powers**. The BWH management team attempted to implement a mandatory flu vaccine program in the fall, in violation of DPH regulations which allow employees to decline the vaccine. MNA filed a lawsuit in Superior Court on our behalf and we are awaiting a response from the Court. In addition, we filed a demand to bargain with the hospital over the working and safety conditions related to caring for ebola patients and also requested site visits to the areas that would be caring for this patient population. The hospital, through their attorney, refused our requests for site visits and bargaining. As a result, we filed two charges with the National Labor Relations Board in November.

**Brigham & Women's Faulkner Hospital** submitted by **Kathy Glennon & Dan Rec**. The Faulkner is still in the very slow process of negotiations. They are still looking for take backs and we are saying NO. We are having some tension with some of the management but we are working on this. EPIC will be rolling out through out the hospital on 5/30/15 and the orientation will begin in February.

**Cambridge Hospital** submitted by **Susan Wright Thomas**. Continuing contract negotiations with very limited progress. CHA is holding information sessions regarding changes to health insurance with bargaining unit meetings to follow for the membership to advise the negotiating team. Step three grievances regarding clinical manager/educator positions are pending. There is an increase in disciplinary action and reporting to the BORN for infractions that do not require reporting - members are advised to carry their own liability insurance.

**Dialysis Clinic, Inc.** submitted by **Peter Costello**. MNA members of DCI Boston have been negotiating a new contract since November. Management has proposed changes to the retirement plan from the current Target Benefit Plan, to a 403B plan



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with limited matching. The proposal allows for all RNs hired before 10/1/14 to keep the Target Benefit Plan but RNs hired after 10/1 would be given the 403B plan. Two of our members, hired in November, would be excluded from the Target Benefit Plan under the proposal. We have been negotiating to allow the two recently hired RNs into the old plan. Salary proposals are also on the table.

**Medford School Nurses** submitted by **Allison MacGilvary**. We hope everyone had a wonderful holiday and a very happy and healthy New Year! We are just getting started on gathering information that we would like to add or delete from our contract. Over the next few months we hope to, with the help of Ted Burke, negotiate a contract that we all agree with, including the City of Medford. We are continuing to work on our evaluations and our DDM. We as a group are continuing to make Medford schools a wonderful, healthy place to learn!

**Newton-Wellesley Hospital** submitted by **Betty Sparks**. After taking a break for the holidays, contract negotiations restarted. I say restarted but really they have not gone anywhere since they began in September. Our contract officially expired 9/30/14. The hospital has proposed increasing the percentage the nurses pay for health insurance as well as increasing the requirements of pre-diems. Along with that they want to increase the float pool so that med/surg nurses can go to the ED and care for patients that are boarding there. All this while they are planning on cutting core staffing in the ED by one RN. The maternity/L&D and SCN are being harassed about OT while the hospital continues to decrease core staffing on all medical/surgical floors. Only 24-hour positions (if any at all) have been opened up in recent history. The IV team is usually working solo but still required to cover the whole hospital, Radiology nurses are doing an unfair amount of call. This is the highlight of a very unsafe situation that is happening at NWH. Plans are in process to leaflet the community to inform them of what is happening inside of walls of their hospital. Wish us luck!

**Norwood Hospital** submitted by **Joan**

**Ballantyne**. Norwood is bursting at the seams. Hello, flu season. The new year finds us with mixed emotions as we extend a warm welcome to our Quincy sisters and brothers who have joined our Norwood Merry Band but we feel their pain with the closing of their beloved institution. Our ICU has started trialing different acuity tools. It's sort of like Goldilocks & The Three Bears - this one's too simple; this one's too complicated. Yet to find the one that's just right! The med/surg units continue to struggle with staffing levels and the problems that come with such large combined units. Management organized a holiday party for the staff which was a great success: food, dancing, prizes and a few adult beverages. What's not to like, especially after a long day of doing what we do best, caring for our patients. We have two more dates finally for the continuation of our local bargaining efforts.

**St. Elizabeth's Medical Center** submitted by **Betsy Prescott**. As a result of the two-week diaper drive run by St. E's nurses, we gave our first donation of a completely full large cart. Colleen McGuire from [Family Nurturing Center](#) said, "It was like Christmas." We are going to try and make it a collaborative relationship with our community. In return the Center gave St. E's two full Christmas gift bags of booties, hats and sweaters for the NICU babies. Awesome!



Sasha Corken, Betsy Prescott, Colleen McGuire

**Whidden Memorial Hospital** submitted by **Carla Cerrato**. We are still in negotiations with little progress and they continue to put wage freeze on the table and a new Insurance proposal with no premiums payments available to us yet.

**No reports were submitted by these R5 bargaining units:**

- American Red Cross
- Boston VNA
- Carney Hospital
- Dana Farber Cancer Institute
- Harvard Vanguard Medical Associates
- Newton Public Health
- Somerville Hospital
- Tufts Medical Center
- Unit 7 (state facilities)

## Elizabeth “Betsy” Prescott

*In Memoriam 1958-2015*

*written by Christine Owens*

The St. Elizabeth’s Medical Center community was saddened by the passing of our dear friend and colleague, Betsy Prescott. Whether you knew Betsy in passing from a conference or MNA convention, went to nursing school with her, stood side-by-side with her on picket lines across Massachusetts, worked with her at St. Elizabeth’s, or joined her in her many community activities, you know that she always had a smile on her face, and made your day better just by being part of it.

Betsy’s career was one that exemplified what it truly means to be a nurse. She cared deeply for her patients, and supported her colleagues with all of her heart. She practiced with integrity, and set an example for all of us to follow.

The St. Elizabeth’s MNA bargaining unit will never be the same without Betsy, but we will honor her memory by carrying on the work, advocating for safe patient care and holding leadership accountable. The legacy which Betsy has left is one to which we can only aspire, and we will with her memory in our hearts.



*continued from page 1...*

The MNA Committee at St. Elizabeth’s Medical Center has established a scholarship fund to honor the memory of Betsy. For details about contributing, to the [Betsy Prescott Memorial Nursing Scholarship Fund](http://www.massnurses.org/news-and-events), please go to [www.massnurses.org/news-and-events](http://www.massnurses.org/news-and-events).



**Pat O’Neill** died peacefully at her daughter’s home on 1/29/15 surrounded by family and loved ones. Pat is survived by her children, Michael O’Neill of Weymouth, Jeanne Williams of Hanover, Mark O’Neill of Weymouth and Stephanie O’Neill of Hull; her 4 grandchildren Nicole, Amanda, Abby and Ashley; her siblings, Marion Stanley, Bobby Mitchell and Raymond Mitchell. Also her grand ‘pets’ Fred, Francine and Oliver. She is preceded in death by her daughter Julie, her brother William and her sister Carol.

Pat was born on December 10, 1938 in Lowell, MA to Ella May Hood – Mitchell and William F. Mitchell. She graduated from Catherine Laboure School of Nursing in 1959 as a Registered Nurse. After moving to Weymouth, Pat began working as a nurse for Carney hospital. She was a revered nurse for over 40 years including over 20 years working for the state. She was a MNA rep for multiple decades serving on 12 MNA committees as the representative for nurses. The boards and congresses she served on included; the Mental Health Board, Unit 7 E-Board, MNA Board of Directors, Finance Committee, Regional Council 5, MNK Board of Trustees, Cabinet for Labor Relations, Awards Committee, Convention Committee, Congress on Health and safety and the Nurse PLAN. She did this all voluntarily while working full time.

In the later years of her life, she enjoyed her retirement by traveling, gardening, baking, reading on the beach, and watching over her beloved children and grandchildren. Pat raised 5 children and instilled in them a sense of independence and strong will. Her children and grandchildren remember Pat as a kind, witty, and driven mother and grandmother who encouraged them to pursue their goals and enjoy their lives to the fullest.

Donations in her memory may be made to the Patricia F. O’Neill Fund via the Labouré School of Nursing (being established now).

# Reduced Dues Application



## Application Period Now Open for Reduced Dues *Full member (75 percent) of applicable dues rate*

### Who Qualifies?

#### Limited hours program members

- A labor program member represented for purposes of collective bargaining by the MNA
  - Those who were paid for no more than an average of 19 hours per week (988 hours annually) in the prior calendar year (subject to verification)
  - **Application must be received by April 1, 2015**
  - The reduced dues rate is effective from July 1, 2015 through June 30, 2016
- \* You can only qualify for one category of reduced dues at a time*

**[CLICK HERE TO DOWNLOAD APPLICATION](#)**

The application for this category is also available from the MNA membership division, the *MassNurse Advocate* newsletter, and the MNA website at [massnurses.org](http://massnurses.org).

You must reapply annually to qualify for this category.

**Application must be received by April 1, 2015**

Mail to the Membership Division  
340 Turnpike Street, Canton, MA 02021  
or fax to the attention of the  
Membership Division at 781.821.4445.

For questions contact the Division of Membership at 781.821.4625.

## We're Getting Greener...



**\*Paper copies of the R5 newsletters will no longer be sent to members via US mail. R5 newsletters will be emailed to members' MNA email addresses and continue to be accessible online. Contact the R5 office to request a paper copy.\***

Go to [www.massnurses.org/region5/newsletters](http://www.massnurses.org/region5/newsletters)

### MNA Email~Activate Yours TODAY



#### Here's why:

**Anywhere Email Access.** Your [massnurses.org](http://massnurses.org) email account is accessible anywhere you have a web browser and internet connection. Mobile devices with IMAP access are supported as well so your email can be with you wherever you go.

**Quick and Easy Access.** Your [@massnurses.org](mailto:@massnurses.org) email address can be automatically forwarded to an existing account (i.e., a Hotmail, Yahoo, Comcast or home-based account) so you can check your emails in one place.

**Bargaining Unit Updates.** Your [@massnurses.org](mailto:@massnurses.org) email address is assurance that your bargaining unit leadership can communicate with you when they need to be in touch with you.

**R5 Newsletters.** In the future MNA Region 5 quarterly newsletters will be emailed to your [@massnurses.org](mailto:@massnurses.org) email account. No more paper copies will be mailed.

**Online Registration.** In the future your [@massnurses.org](mailto:@massnurses.org) email account will be necessary to register online for MNA continuing education and other MNA programs.

**All Free!**

**Can't find your MNA email address and password?  
Just call MNA Headquarters at 1-800-882-2056  
and press 1 for the MNA Membership Department.**

## March of Dimes Nurse of the Year Award



MNA Region 5 encourages all members to submit nominations for the **March of Dimes Nurse of the Year**. Let's publicly acknowledge the amazing work of our colleagues. [Click here](#) to submit your FREE online nomination by **April 15, 2015**.

**Deadline:  
April 15, 2015**

The March of Dimes is honored to pay tribute to the nursing profession and recognize extraordinary nurses throughout our community. The remarkable efforts of these individuals often go unsung and through Nurse of the Year, we are able to honor those who make a difference in the lives of so many. Patients, families and colleagues are encouraged to nominate outstanding nurses impacting Maternal Child Health. Registered nurses, nurse midwives, nurse practitioners and licensed practical nurses can be nominated for their work to improve the health of mothers and babies.

## MNA Continuing Education, 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.

### Critical and Emerging Infectious Diseases: An Update for Nurses

Lombardo's, 6 Billings St, Randolph, MA 781-986-5000  
**Wednesday, April 1, 2015, 5:30-8 p.m.**

This program will provide nurses with information regarding current critical and emerging infectious diseases now seen in Massachusetts and the U.S. The epidemiology, transmission, signs/symptoms, treatment and prevention of specific diseases will be discussed. Infectious diseases discussed will include Ebola, Enterovirus D68, Influenza, and tick-borne illnesses. Other relevant diseases will be included as appropriate. Presenter: Alfred DeMaria, MD  
Registration/Dinner: 5 p.m.

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.*

### Eating Disorders

MNA Headquarters, 340 Turnpike St, Canton, MA  
**Wednesday, May 13, 2015, 5:30-8 p.m.**

This program will address the history, etiology, prevalence, possible causes, early recognition, treatment, and prevention of anorexia nervosa, binge eating disorder, and related disordered eating behaviors. Class discussion will include an overview of the possible causes of, early intervention for, and treatment of obesity. Information will be presented from a multidimensional approach, reviewing the biological, sociocultural, psychological, behavioral, nutritional, and medical modalities of treatment as well as nursing implications. Presenter: Lyn Goldring, MSN, RN  
Registration/Dinner: 5 p.m.

### Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses

MNA Headquarters, 340 Turnpike St, Canton, MA  
**Thursday, June 4, 2015, 5:30-7:30 p.m.**

This program will provide information on the identification, classification, management and clinical interventions for patients with autism spectrum disorders and their families, and specifically review the role of the nurse and other healthcare providers in caring for a child with autism or other special needs. Presenter: Sue Loring, RN  
Registration/Dinner: 5 p.m.

# Save the Dates



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

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

March 17, 2015                      September 15, 2015  
May 19, 2015                        November 17, 2015  
July 21, 2015

**Continuing Ed in R5:** *More details on page 5.*  
*To download a regional registration form [click here](#).*

**Critical and Emerging Infectious Diseases: An Update for Nurses**  
Lombardo's, 6 Billings St, Randolph, MA  
Wednesday, April 1, 2015, 5:30-8 p.m.

**Eating Disorders**  
MNA Headquarters, 340 Turnpike St, Canton, MA  
Wednesday, May 13, 2015, 5:30-8 p.m.

**Understanding Autism and Autism Spectrum Disorders:**  
*A Workshop for Nurses*  
MNA Headquarters, 340 Turnpike St, Canton, MA  
Thursday, June 4, 2015, 5:30-7:30 p.m.

**Labor Leader Summit** *For more info on this event, [click here](#).*  
Doubletree Suites Hotel, Milford  
March 25-26, 2015

**March of Dimes Nurse of the Year Award** *More details on page 5.*  
April 15, 2015 online nomination deadline

**MNF Scholarships**  
*For more info and to download an application [click here](#).*  
Applications must be postmarked by May 1, 2015



**Clinical Conference 2015** *For more info on this event, [click here](#).*  
DCU Center, Worcester, MA  
May 8, 2015

**MNA Consent to Serve Forms**  
*To download a consent to serve form [click here](#).*  
Applications must be postmarked by May 29, 2015

**MNF Golf Tournament (fundraiser for scholarships)**  
*For more info on this scholarship fundraiser, [click here](#).*  
Indian Pond Country Club, Kingston, MA  
June 15, 2015

**MNA Convention 2015**  
Resort and Conference Center, Hyannis, MA  
October 8-9, 2015

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



**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.*

## Important Information About Draft Regulations on the New ICU Staffing Law And How Nurses Can Shape These Regulations to Protect Patients

*Please Read and Join Us at Public Hearings on March 25 and April 2*

In January, the state's Health Policy Commission (HPC) released draft regulations that will establish a process for hospitals to develop an acuity tool to be used by nurses determining if and when an ICU nurse can take a second patient. These draft regulations are now out for public comment and the HPC has scheduled public hearings on them. *The MNA has a number of concerns about the draft regulations and is currently working with ICU nurses and other nurses across the state to prepare for these hearings. We encourage all interested nurses to attend these hearings on March 25 (in Boston) and April 2 (in Worcester).*

## Attend the Public Hearings on the ICU Staffing Law

**Wednesday, March 25, 2015**

12 Noon  
One Ashburton Place • 21st Floor  
Boston, MA 02108



**Thursday, April 2, 2015**

10 a.m.  
Worcester State University • Blue Lounge  
486 Chandler St  
Worcester, MA 01602