



The Cranberry Scoop

August 2013

MNA Regional Council 3
Newsletter

The Chair's Message Stephanie Stevens, RN

Mandatory overtime is illegal (so is speeding but, until the little blue light goes on and you are marched before His Honor to explain your actions, you never really think it's going to be enforced). It's called "Selective Enforcement" and the practice has become so widespread in this country it's no wonder no one is paying attention to this newest law. Managements all over Massachusetts are ignoring the law as they continue to minimally staff hospitals and cover sick calls and schedule "holes" with mandated overtime. Nurses are continuing to complain and comply because that is what we do. After all, people continue to be sick and caring for them is what we do. Until they march someone out in handcuffs (or start imposing some hefty fines), it's unlikely management will pay attention to the law.

This is discouraging but not hopeless. Continue to report when you are mandated. Like other dangerous practices, mandated overtime must stop!

Unsafe staffing is another dangerous practice that must stop. MNA is actively working to bring the question of safe staffing to the public in the form of a ballot initiative. The Pledge Drive is underway and signature collection on the actual petition should be starting in September. It is imperative that we all participate in collecting these signatures. Unsafe staffing is already costing lives and health and the longer this takes, the higher the body count will get. This is very real and very deadly. We all know of instances where unsafe staffing has cost someone...costs in time away from family/work, costs in complications, costs in lives lost. Despite our best efforts, the body count is going up and we need to ramp up...please get your signatures in today.

In Unity,
Stephanie Stevens RN, CNOR
Chairperson, MNA Regional Council 3

Tools for the ballot initiative battle

"Just Ask" at PatientSafetyAct.com: The recently launched "Just Ask" campaign is a grassroots effort to create awareness with the public about the safety and protections that should be available to every patient who is admitted to a hospital. Found online at PatientSafetyAct.com, the web site is replete with facts and background information, and also includes an easy-to-use letter writing tool that the public can use to contact the legislature about safe patient care.

Facebook: Located at facebook.com/JustAskAboutPatientSafety, this public forum provides a perfect venue to networking, collaborating and organizing in support of patient safety. Visit and "like!"

Twitter: Read tweets, share your tweets and re-tweet what's hot on and from twitter.com/PatientSafetyMA

Pledge drive: For MNA members ready to jump into signature gathering, the MNA can teach you and give you everything you need for easy success. From background info to pledge forms, everything you'll need is ready to go. Simply contact Eileen Norton at 781-830-5777.



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Things You Should Know...

October 9-11 Resort & Conference Center at Hyannis, MA

CONVENTION
2013

CONTROLLING
OUR DESTINY
ENSURING
OUR FUTURE

Region 3 Member Convention Reimbursement Policy for 2013

We hope to see you at Convention in Hyannis this year! The planned programs and events promise to be educational and entertaining. Most importantly, Convention is an opportunity for you to spend valuable time with your colleagues and support your professional organization through your attendance and participation at the Annual Business Meeting. As has been the practice in past years, Regional Council 3 is prepared to offset some of the costs related to attending. The Council has approved reimbursement for any/all Region 3 members as follows:

- Up to two nights double or one night single occupancy for hotel
- Up to \$75 MNA Registration Fee

Reimbursement forms will be posted online during the week of Convention - www.massnurses.org/region3 and must be submitted to the Region 3 office in Sandwich no later than 11/30/13. All **charges must be accompanied by receipts** (including MNA registration) in order to be eligible for reimbursement.

Download Your
Convention Flyer and
Register Today!

www.massnurses.org/files/file/Events/2013/Convention_2013.pdf

Or Register Online at

www.massnurses.org/news-and-events/events/p/event/8441#Registration

and...Please Donate

Please bring your donation to Convention!
Unable to come? Drop it at any MNA Regional Office or Canton Hdqtrs.

Dear MNA Member,

As you may know, during our Annual Conventions our members often participate in job actions or social justice events during the convention days. We have learned over the last several years, as we have faced attacks on our working conditions and our ability to provide safe care to our patients, that we need our communities' support. This year, we felt it would be wonderful to contribute to a Regional community charity. This charitable work gives us an opportunity to show that we care for our communities, and for our patients. We have a stake in our patients' well being, no matter where they are.

Region 3 has been an avid supporter of Independence House in Hyannis, *the only comprehensive community-based resource on Cape Cod, providing free and confidential services for survivors of domestic and sexual abuse*. Services are also provided to children of survivors. Over four thousand victims of domestic or sexual assault are helped by Independence House every year. Primarily through semi-annual food drives, Region 3 has stocked the IH food pantry and provided large supplies of diapers, cleaning products, paper goods and personal products throughout the year.

Independence House has other needs, and so, we are asking you to participate in a statewide collection for Independence House and we intend to make a presentation to them on Thursday at Convention.

Our "wish list" for Independence House is simple...

Sweatshirts, sweatpants, underwear and socks for children, women and men, all sizes.

The items must be new and cannot be used.

Please support our efforts by bringing any of these items to Convention. If you are unable to attend Convention, you may bring your donation to an MNA Regional Office or Canton Headquarters by Friday, Oct 4. Check with your Regional Office for office hours as they vary depending upon scheduled programs/ events. Thank you!

In unity,
Karen Coughlin,
MNA Vice President





Other Things You Should Know...

Researching Your Facility: A Quick Guide to Understanding More about Your Hospital

Nykole Roche, AD/Strategic Researcher, Division of Labor Action

This guide is an effort to provide you with the tools you need to quickly access more information about your hospital. Some of the questions nurses typically have are about a facility's finances, executive leadership, and staffing, and below are several resources that may be able to answer some of your questions.

Finances

Nonprofits in the U.S. are required to submit a *Form 990* (financial statement) to the IRS. The *Form 990* contains information on an organization's revenues and expenses, assets and liabilities, total employees, compensation, and so on. The *Form 990* often includes an Audited Financial Statement, which provides a narrative account of a hospital's financial situation and will offer more details, including Related Party Transactions, affiliated businesses, capital projects and expenditures (construction; medical equipment), charity care, and community support efforts.

Foundation Center (<http://foundationcenter.org/findfunders/>)

This website provides free access to the last five or six years of an organization's *Form 990*s.

Center for Health Information and Analysis (CHIA)

(<http://www.mass.gov/chia/researcher/hcf-data-resources/financial-performance.html>)

CHIA is a state agency that tracks information on the healthcare industry, releases reports on hospital financial performance, administers databases of hospital utilization and discharges, and maintains and reports on a number of other health-related issues. CHIA releases the quarterly Hospital Fact Sheet – a quick snapshot of a hospital's finances over the last several years, up to the end of the most recent fiscal quarter.

Community Benefits

Attorney General (http://www.cbsys.ago.state.ma.us/cbpublic/public/search_programs.aspx?section=1)

In Massachusetts, nonprofit hospitals are required to assess the healthcare needs of their communities and work with community partners to develop programs. Hospitals provide the AG with a report that includes community characteristics, populations in need of healthcare, and details on each program the hospital offers.

Leadership

Hospital Website & Press Releases

The best and most accessible sources for information on executive leadership and Boards of Directors are hospital websites and press releases, which provide bios for new Board members and tout the activities and achievements of executives.

Form 990

For information about executive compensation, the best source is the *Form 990*'s **Part VII** or **Schedule J**: Compensation of Officers, Directors, Trustees, Highest Compensated Employees, and Independent Contractors

LinkedIn (<http://www.linkedin.com/>)

Once you've identified who the key players in an organization are, you may want to find out more about them. LinkedIn offers information on the professional backgrounds of high-profile execs and Board members.

Staffing

Patient Care Link (<http://www.patientcarelink.org/>)

Patient Care Link (formerly Patients First) provides unit-by-unit staffing reports and plans. The information is reported by the hospitals, so the veracity of the information is hard to determine, but there is no better option.



What's the Scoop?

Around The Region

Morton Hospital — We are still in negotiations. The large four hospital group session has broken out into individual sessions for each hospital and then we are meeting again at the end of the month all together at the large table to go over common issues. There have been several reductions in force involving middle managers and nursing educators, so we have been dealing with bumping and position availability. The pedi unit remains open at times and closed at others; it's still unclear what the plan is. The latest from the pedi staff is that they will be placed in the new ER pedi observation unit when that is complete.

Respectfully submitted,
Janet DeMoranville, RN
MNA Unit Chair Designee

Brockton Hospital — Union negotiations have stalled after a year and a half. The stumbling blocks are health insurance and pension. There is no compromise to lose benefits. We have not made progress even with the federal mediator. At some point we will probably have the membership vote. It's your contract, your benefits, your vote.

MNA is in full swing collecting signatures from nurses, family, and friends for the safe staffing ballot bill for the 2014 November elections. We need 70,000 signatures by November. This bill is similar to the California model whereby a nurse can be assigned only a specific amount of patients per nursing specialty and acuity; the nurse/ patient ratio. The postcards, green sheets and signature sheets are being distributed to nurses. Please have them filled out and return to the bargaining committee or me. This is your ballot bill. The public will vote for it. Most people know a nurse or have one in their family. They know our stories; It will pass. Let's do our part and get the signatures for the state.

Karen Duffy RNC, BSN
Secretary, MNA Bargaining Committee
National Nurses Union Delegate

Good Samaritan Hospital — Good Sam staffing is still an issue as is mandatory overtime. As a facility we are very busy and hiring but not soon enough and its hard to get specialty nurses, we are offering bonus for special areas! We are working on safe staffing initiative but with summer returns are slow.

Respectfully submitted,
Karen Gavigan, RN
MNA Unit Chair

Martha's Vineyard Hospital — It has been a busy summer. The hospital has been filled and the E.R. has been out straight. We have hired travelers for the summer, but still remain busy. We have hired a new orthopedic surgeon and hope to have patients be able to have any necessary surgery done here on the Island. We are hoping to have a meeting in early September to negotiate a new contract since our current contract ends next month. We are awaiting an answer from administration.

Respectfully submitted,
Suellen Ford, RN
MNA Unit Co-Chair

Jordan Hospital — has been swamped with MOT and Unsafe Staffing since the end of June! Management is scrambling to provide staffing and, at times, management nurses are putting on scrubs and working at the bedside. Bonus shifts and other staffing initiatives are being discussed. The papers are signed for the acquisition of Jordan by BID. Our name may change! BID at Jordan? BID at Plymouth? BID at Plymouth Bay?

GOOD NEWS...DEB SULLIVAN WILL REMAIN OUR AD AS WE HEAD INTO NEGOTIATIONS AND A CHALLENGING YEAR! THANK YOU TO ALL THAT MADE THIS HAPPEN. We love you Deb!

Respectfully submitted,
Jordan MNA Committee



Have you activated your MNA email account?

Your Bargaining Unit Committee wants to be able to communicate with you and give you the means to receive and distribute information that is pertinent to your workplace and profession. The email addresses are a member benefit and will **only** be used by MNA for limited types of information related to MNA activities—primarily issues coming from your bargaining committee.



Save the Dates, etc...

2013

- Sept 18** CE Program—Bourne, MA
- Oct 9-11** 2013 MNA Convention—
Hyannis, MA
- Oct 19** **Food & Diaper Drive—Sandwich,
MA (Volunteers Needed—
see details pg. 7)**
- Nov 5** CE Program—Bourne, MA
- Nov 20** **Ballot Initiative Deadline
to Submit Petitions w/ Signatures
to City/Town Clerks For
Certification**
- Dec 4** CE Program—Bourne, MA



Region Three 2013 Council Meeting Schedule

September 24
October 29
November 19
December 17

Start time is 6 p.m. at the Region 3 office.
Members are welcome to attend.
Please notify the Region 3 office.

2012 – 13 Regional Council Three Members & Staff

- *Chair - Stephanie Stevens: Sandwich,
Jordan Hospital
- *Vice-Chair - Peggy Kilroy: Centerville,
Cape Cod Hospital
- Treasurer - Ellen Farley: Middleboro, Unit 7 Chair
Designee, MNA Board of Directors
- *Secretary - Rosemary O'Brien: Harwich
Kim Adam: Orleans, Cape Cod Hospital Co-Chair
Deb Caruso: Brewster, Cape Cod VNA Chair
Janet DeMoranville: Lakeville,
Morton Hospital Chair Designee
(Patricia) Karen Duffy: Marshfield,
Brockton Hospital Co-Chair
Suellen Ford: Marstons Mills, Martha's Vineyard Hos-
pital Vice Chair
- *Karen Gavigan, Berkley, Steward Good Samaritan
Medical Center Chair, MNA Board of Directors
Joanne Kingsley: Duxbury,
Brockton Hospital Co-Chair
Joanne Murphy: West Wareham,
Jordan Hospital Chair
Stephanie Parker: Dennis,
Cape Cod Hospital Co-Chair
- *Beth Piknick: Centerville, Cape Cod Hospital,
MNA Board of Directors
Nicky Powderly: Forestdale,
Falmouth Hospital Chair Designee

* elected/appointed

Pat Conway: Office Manager

508-888-5774

60 Route 6A, Sandwich

Mailing Address: P O Box 1363, Sandwich MA 02563

region3@mnarn.org

Fax: 508-888-5750

www.massnurses.org/region3



Fall 2013 Region 3 Continuing Education Programs

Register early! Walk-ins Not Permitted

September 18, 2013

How to Protect Yourself from the Complexities of Computerized Health Care

Presenters:

Tammy Murphy, RN, ASN, LNC,
Cap I I I

Barbara Levin, BSN, RN, OCN, LNCC

5:30 – 6:00 p.m. Registration/Dinner
6 - 8:15 p.m. Program

November 5, 2013

The Kinematics and Initial Assessment of a Multi-System Trauma Patient

Presenter:

Joseph Blansfield, RN, MS, ANP-BS

5:30 - 6:00 p.m. Registration/Dinner
6 - 9:00 p.m. Program

December 4, 2013

Alcohol Withdrawal: Nursing Management

Presenters:

Donna White, PhD, RN, CS, CADAC
Deidre Houtmeyers, RN, MS, CAS,
LADC-I

5:30 - 6:00 p.m. Registration/Dinner
6 - 9:00 p.m. Program



These Region 3 programs will be held at the Trowbridge Tavern/Canal Club in Bourne, MA. Start times may vary so please check your Continuing Education Catalog for specific times for the program for which you are registering. Directions to the Trowbridge Tavern/Canal Club can be accessed at www.trowbridgetavern.com

You will find Regional Registration Forms in your catalog or you can download the form and print. Go to <http://www.massnurses.org> and click on News and Events, find your program on the calendar and click, scroll to the bottom of the program description and click on **Regional Registration Form**. Registration for a regional meeting must be done through the mail and forms must be accompanied by a placeholder fee (check) which will be returned to you the evening of the program (for members). If you must cancel, please do so as far in advance as possible but no later than two hours before the registration time.



MNA IS GOING GREEN!



In an effort to reduce our footprint and control costs, the MNA is “going green” in every way possible. You’ve probably already noticed the reduction in the number of paper mailings you receive. MNA’s goal is to launch e-publications this summer so that the Mass Nurse, CE Catalogs, event brochures and various other announcements can be posted to the MNA website and/or **delivered to you via email**.

That will include this publication, The Cranberry Scoop - official newsletter of Regional Council 3. It’s possible that this is the last newsletter you will receive on paper in the mail. Once e-publication is launched, the Cranberry Scoop will be posted to the region website <http://massnurses.org/region3>.

It will be more important than ever for you to activate your MNA email account, if you haven’t already.

Your Massnurses.org email account also gives you access to Online Registration for most MNA programs and events.



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

COMMUNITY CORNER

The Cranberry Scoop



com•mu•ni•ty - a group or society, helping each other; fellowship



Our June (semi-annual) Food Drive was, once again, a great success!

Thanks to the generous food shoppers in Sandwich, we were able to stock up the Food Pantry at Independence House with warmer weather foods, snacks, etc. in time for the increased need over the summer months. IH had also expressed a need for household paper goods, laundry detergent, soap, shampoo and toothpaste...so we added that to our list and shoppers willingly obliged! **Many thanks to our Member volunteers: Stephanie Stevens, Rosemary O'Brien, Tina Russell, Carol Lockwood, Barbara 'Cookie' Cooke, Donna Dudik, Donna Steiding, Ellen Farley, Beth Pickett, Deb Caruso, Ellen Brookhart** and to helpful husbands, **John O'Brien and Brian Conway**, for transport and delivery!



gen•er•os•i•ty - the pure intention of looking out for a society's common good and giving from the heart

Volunteers Needed!

**Saturday,
October 19**

for our Food and Diaper Drive to benefit Independence House
We could use your help for 1 – 2 hours (or all day)!

9 a.m. - 2:30 p.m. at the Stop & Shop across the street from the Region 3 Sandwich Office, Route 6A. We need two or three people at each of the store entrances, two or three people at the office to sort and box up donations and a couple of people to transport bags of groceries from the store to the office as we

Count me in!

I can help from ___:00 to ___:00 or all day

Name: _____

Tel: _____

Email: _____

Where I work: _____

I'm bringing a friend!

Mail to Region 3 office: P O Box 1363, Sandwich MA 02563 or call Pat Conway 508-888-5774

FOOD DRIVE
The MNA Nurses on Cape Cod/Southeastern Massachusetts are Collecting Food & Diapers for Independence House

How can you help?
Please purchase and donate one or more of the following items which are most needed by the food pantry:

- Pasta / Sauce
- Peanut Butter / Jelly
- Cereal
- Crackers / Snacks
- Canned Fruits / Vegetables
- Soup / Rice
- Juice (cans/bottles, not frozen)
- Diapers / Wipes

Monetary donations also accepted.

Your Donations will benefit
Independence House, the only comprehensive community-based resource on Cape Cod that provides free and confidential services for survivors of domestic and sexual abuse. Services are also provided to children of survivors.

THANK YOU
for helping!

The Cranberry Scoop

The official Newsletter of MNA Regional Council Three

We're on the Web!
www.massnurses.org/region3



SAFE STAFFING RATIOS CAN ONLY HAPPEN
WITH YOUR HELP! GET INVOLVED!

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Region 3 Quarterly Newsletter

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