

VOLUME THREE, ISSUE FOUR • Fall 2012

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 Quincy Medical Center

Ginny Ryan, Vice Chair
 Brigham & Women's Faulkner Hospital

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 St. Elizabeth's Medical Center

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 Michael Robinson

MNA Board Rep (2011-2013)
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At Large (2012-2014)
 Katie Christopher & Karen Coughlin

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

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
- Norwood Hospital
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Harvard Vanguard Medical Associates
- Medford School Nurses
- Newton Public Health
- Newton-Wellesley Hospital
- Quincy Medical Center
- Radius—Boston
- Radius—Quincy
- St. Elizabeth's Medical Center
- Somerville Hospital
- Tufts Medical Center
- Whidden Memorial Hospital
- Unit 7 Representative

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In lieu of a Chair's Message this month, we are directing your attention to this important matter.

Mandatory Overtime Law
A Law to Ban the Dangerous Practice of Mandatory Overtime Goes Into Effect on November 5, 2012

On August 6, Governor Deval Patrick signed into law a health care payment reform bill that includes a ban on mandatory overtime proposed by the MNA/NNU. The law will go into effect and all hospitals will be required to comply with the measure on November 5, 2012. To assist nurses in understanding this new law and its implications, the MNA has created this web page to provide background on the issue, as well as a mechanism for nurses to report violations of the law.

This is a major victory for the MNA/NNU, all nurses in Massachusetts and most importantly, for our patients.

- ◆ The law prohibits mandatory overtime, which is defined as "any hours worked by a nurse in a hospital setting to deliver patient care beyond the predetermined and regularly scheduled number of hours that the hospital and nurse have agreed that the employee shall work, provided that in no case shall such predetermined and regularly scheduled number of hours exceed 12 hours in any given 24 hour period."
- ◆ The law prohibits nurses from working mandatory overtime except in the case of "an emergency situation where the safety of the patient requires its use and when there is no reasonable alternative".
- ◆ "Emergency situation" will be defined by a newly established health policy commission that will conduct a public hearing and consult nurses

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Convention Reimbursement

Deadline: February 2013

download a form at

www.massnurses.org/region5/forms

Bargaining Unit Updates



Brigham & Women's Faulkner Hospital submitted by **Kathy Glennon**. As of 10/1/12, the Faulkner Hospital changed its name. In August the ED, Preop Holding and Center for Perioperative Excellence changed all RNs' hours. Continuing to deal with issues stemming from the hours change in the ED. Several grievances filed. On 10/30/12 we held our Nurses Appreciation Celebration with raffles and food.

Cambridge Hospital submitted by **Susan Wright Thomas**. Nurses met with the CNO, Elizabeth Cadigan, in an open town hall meeting on 11/5/12. There was an opportunity for the nurses to ask questions directly of her and the senior management team. We continue to anticipate a ruling from the state court on the CHA appeal of our favorable decision regarding retiree health benefits. Our two-year plus contract negotiations remain at a stand-still awaiting this decision. Multiple grievances and unfair labor charges are pending.

Carney Hospital submitted by **Elaine Graves**. Carney is still waiting on word of the pension with Steward still in arbitration. ERP package sent to RNs; some are taking it. Still fighting short staffing. Cutting down on ancillary help. RNs doing non-nursing jobs. We have been without a CNO for a year and a half so there is no leadership. Morale is the worst ever! Have a few grievances. Call back committee has been encouraging members to file unsafe staffing forms.

Dialysis Clinic, Inc. submitted by **Peter Costello**. MNA members of DCI Boston have voted to ratify a one-year agreement which calls for a 3 percent raise.

Medford School Nurses submitted by **Lucinda Riggan-Jay**. The MSN unit is expecting to meet soon with the superintendent for our first negotiation to form a new contract to replace the one that ended 6/30/12. Member Karen Roberto recently attended an evening event to support Wilmington School Nurses in their efforts to settle an equitable contract.

Newton Public Health submitted by **Susan Riley**. NPH nurses in conjunction with the City of Newton and the Newton Public Schools are currently holding flu clinics in each school and throughout the city. This is a repeat of a wonderful program we have done the last few years in our schools.

Newton-Wellesley Hospital submitted by **Nora Watts**. We are just starting negotiations. The contract expires 11/30/12. Other areas of concern are the increased presence of travel nurses and on call issues.

Norwood Hospital submitted by **Joan Ballantyne**. Staff nurses are leaving; managers are leaving or being shown the door. New grads finally being hired to fill some of our vacancies; the rest are being

held at the whim of corporate. We have a temporary CNO and a temporary ER manager. With such turmoil Kathy Reardon and I (co-chairs) have increased our visibility on the floors with frequent walk-throughs and meetings. The unit reps and negotiation committee members are stepping up and helping to support our Norwood nurses who really only want to be allowed to take care of their patients and go home at the end of the shift knowing that they have made a difference in someone's life. The number of unsafe staffing forms are at an all-time high, 200 so far this year. The threat of mandatory overtime hangs in the air like a stinky sock, especially on the weekends when our staffing levels seem particularly low.

Quincy Medical Center submitted by **Joanne Hart**. Negotiations continue. One year ago on 10/1/11 we were acquired by Steward. Since then, we have held 17 sessions. Steward presented a financial package which included a 1 percent raise at the top step, no increase in differentials, a decrease in call premium, and the ability to place nurses on call at the discretion of the hospital. Also included was the ability of the hospital to change the health benefit at their discretion. The committee expressed extreme dissatisfaction and lack of respect on their part. This is not something we can live with. The last pay increase here was in 2008! We have the full support of our members and will continue to move forward!

Radius—Boston submitted by **Mina Warrick**. On 9/17/12 the bargaining unit rejected the new contract due to an issue with changing November 11 to a floating holiday. It was supposed to make working holidays more equitable but it was obviously also a take away. Management has agreed to withdraw the change and we had another vote on 10/9/12 and the majority of the nurses voted yes to the new contract which is retroactive to 1/1/12. The negotiations have been long and difficult and we had to make tough choices. I would also like to encourage anyone to join the bargaining, grievance, staffing, safety and cultural diversity committees. You need to get involved, the more the better and the stronger we become!

St. Elizabeth's Medical Center submitted by **Betsy Prescott**. Unsafe staffing forms continue to be filed in large numbers. Held a *March on the President* and presented him with copies of all the forms for nine months. Since then we held a staffing committee meeting to address some issues. Our PACU has expanded call to include Sundays. Four nurses joined MNA and bargained a MOA. We continue to meet with the Steward leadership committee to address system-wide issues. Across-the-board health insurance increases will not be implemented in our closed contract period. Thank you MNA leadership for your efforts for all Steward nurses.

Tufts Medical Center submitted by **Barbara Tiller**. Our membership recently agreed to a contract extension of 18 months with a 2 percent raise across the board to begin in November. Since ratification the hospital has attempted to remove all educators from the bargaining unit despite clear contract language regarding their job title and duties. MNA has filed for an injunction and is proceeding through the grievance and arbitration process. Staffing is inconsistent at best and moral is worsening. The hospital continues to slowly strip away resources available to the bedside nurse. Our committee has begun leafleting and organizing for future action. Several of our members attended this year's MNA convention in Springfield at which our very own Mary Cornacchia received the Excellence in Nursing Award.

Unit 7 (state facilities) submitted by **Karen Coughlin**. Unit 7 continues to deal with layoffs in both DDS and DMH. We continue to await the appointment of the full committee to name an independent consultant for the comprehensive mental health study that was approved in the budget process this past summer. Please call your state representative and ask that this be done so that we can move forward on this issue. The Unit 7 Executive Board has reached a tentative contract agreement with the Commonwealth, effective through 12/31/14. Here are a few of the highlights: Several pay period salary increases; Bunker Hill Day and Evacuation Day are no longer holidays; increase in the employer contribution to the Health and Welfare Fund (funds the dental and vision benefits). Unit 7 members will be receiving notification of the tentative agreement in the mail for ratification/non-ratification purpose. Check the members only Unit 7 website for further details. If you do not have your Unit 7 "log-in/password," please contact the MNA Membership Division.

Whidden Memorial Hospital submitted by **Carla Cerrato and Gail Middleton**. We have recently settled a couple of grievances in favor of our nurses. We are still without a contract for over two years now and are eager to settle a contract with parity for all CHA nurses. Open meeting set with CNO Elizabeth Cadigan. There is also a town meeting with the new CEO who will meet with union and leadership before he meets with everyone else. We continue to discuss FTE positions and the high usage of agency nurses at monthly labor management meetings.

No reports were submitted by these R5 bargaining units:

American Red Cross
Boston Medical Center
Boston VNA
Brigham & Women's Hospital
Dana Farber Cancer Institute
Harvard Vanguard Medical Associates
Radius—Quincy
Somerville Hospital

Mandatory Overtime Law *(continued from page 1)*

to determine what constitutes an emergency situation.

- ◆ The law requires that hospitals report all instances of mandatory overtime to the Massachusetts Department of Public Health and that these reports be made available to the public.
- ◆ The law protects nurses by prohibiting any discrimination, dismissal, discharge or any other employment decision based on a nurses' refusal to accept work in excess of the limitations on mandatory overtime.
- ◆ The law prohibits mandatory overtime being used as an alternative to providing appropriate staffing for the level of patient care required.

For more information on this topic and a link to an online form to report violations, go to:

www.massnurses.org/news-and-events/p/openItem/7851

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♥

Volunteers from **Nurses Care for Haitian Children** are planning a donations drive for the Haitian orphanage. See the full-page ad on page 4. This ad was produced in poster form and sent to R5 chairs or designees to be shared/posted with members at all R5 facilities. Check with your bargaining unit chair(s) or the R5 office to find out whether your facility's scheduled pick up date is November 27 or 29.



NC4HC is also accepting donations for a silent auction to be held at its annual fundraiser. This year the event is scheduled for 12/15/12. See the ad below.

♥Dina Labkovsky, St. Elizabeth's Medical Center♥

In September Dina went on a cardiology mission to Kenya with a small non-profit group **Hearts Around the World**. The dual goals of the group are cardiovascular care of underprivileged patients in the developing world and medical education of local health care providers to help sustain the momentum of the initial team visits. Any financial contribution will be gratefully received. Your ticket purchase (\$50 at the door) and donation are fully tax-deductible. Please read more about Hearts Around the World and visit a donation page at <http://www.hearts-aroundtheworld.org>. For more information, please contact Dina Labkovsky at dlabkovsky@gmail.com or 617-331-5560.



♥Mary Lewis Sheehan, Cambridge Hospital♥

A bowl-a-thon to benefit the **Center for Cancer Support & Education** will be held at Lanes N Games in Cambridge on November 3, 2012. This event will give great help to this nurse-founded, nurse-led organization that provides free cancer support groups and low-cost wellness services to those within reach of its home base in Arlington. If you want to help raise funds or get more information about the group, please call the Center at 781-648-0312 or visit the website at www.centerforcancer.org.



**NURSES CARE 3RD ANNUAL
4 HAITIAN CHILDREN FUNDRAISER**

RAFFLE - SILENT AUCTION - HAITIAN FOLK DANCE -
PERFORMANCE - CARIBBEAN STYLE BUFFET - DANCING

TICKETS \$40
NURSESCARE4HC@GMAIL.COM
774-226-8215

SATURDAY, DECEMBER 15TH, 2012
7PM - 11 PM
20 JUNCTION STREET, NEEDHAM, MA
02492, BUILDING VFW POST 2498

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.

Haitian Orphanage Drive

MNA Region 5

HAITIAN ORPHANAGE DRIVE



A group of Boston-based nurses have opened up a private home to run an orphanage in La Plaine, Haiti. Currently the orphanage has 20 children, their ages range from 1-15 years old. There are five adults to help them, including one nurse and one physician. The children are enrolled in school and are provided three meals a day. The orphanage would really appreciate any help you can give.

Please consider showing your support with the following donations:

- Bug spray and bug plug-ins
- Hair accessories including combs & brushes
- Children hats and caps
- Girl dresses (ages: 1 to 15), new or gently-used
- Boys clothes (ages: 8 to 10), new or gently-used
- Boys and girls underwear, NEW please
- Sandals and church shoes
- Toiletries (body and hair soap, toothpaste, toothbrush, lotion, etc.)*
- Bras for all ages (for yearly sexual education mobile class)
- Male boxers and briefs for all ages
- Towels*
- Sanitary napkins and tampons*
- Diapers (ages: 1-2)
- Pull-ups (ages: boys 8-10 & girls 2-4)
- Germ sanitizers
- Children medications (pain, toothaches, cold/flu, eye and earaches)
- Children vitamins
- First aid supplies including alcohol wipes, Hydrocortisone and Bacitracin ointment
- Gloves, both latex and latex-free
- Manual blood pressure cuffs - children
- Aquatabs - for drinking water
- Lanterns
- Beddings including sheet sets*, mattress coverings, foam pads, etc.
- Eating utensils
- School supplies/arts and crafts items
- Toys and board games (ages: 1 to 15)
- Old/new computers
- Leapfrog software
- Children videos and songs (tapes and cds)

We accept financial contributions to assist in obtaining the following:

- Refrigerator
- Screens for doors and windows
- Twin bunk beds
- Full and queen beds
- Radio including cassette or cd player

Please make checks payable to:

Nurses Care for Haitian Children

**Donations that exceed our shipping capabilities will be donated to Rica Elsyee who supports families in the southeast region of Haiti for a summer yard sale which will be created to provide funds to the children of Haiti.*

The MNA mobile unit will pick up your bargaining unit's donations specified below:

Check with your bargaining unit chairperson for pick up date.

Pick-up between 10 a.m. - 3 p.m.



On or before November 22, please contact the MNA Region 5 office with the name and phone number of your bargaining unit's designated person who will be meeting the mobile unit on your pick-up date.

Thank you for your support.



Massachusetts Nurses Association



National Nurses United



Save the Dates



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

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

November 20, 2012
January 15, 2013
March 19, 2013
May 21, 2013
July 16, 2013
September 17, 2013
November 19, 2013

2012 MNA Convention Reimbursement Deadline

February 1, 2013
Go to www.massnurses.org/region5/forms.

MNF Memorial Golf Tournament

Annual fundraiser for nursing scholarships
Summer Date TBA/LeBaron Hills Country Club, Lakeville, MA

2013 MNA Convention

October 9-11, 2013/Resort and Conference Center at Hyannis
R5 Members can attend for FREE. Go to www.massnurses.org/region5/benefits for more info.



National Election

Tuesday, November 6, 2012
Thank you to those who voted!



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.

MNA Email—Activate Yours TODAY!

Here's why:



Anywhere Email Access. Your @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 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 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 email account. No more paper copies will be mailed.

Online Registration. In the future your @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, press 1
for the MNA Membership Department.**

**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