

### 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

MNA Regional Council 5  
 340 Turnpike St, Canton 02021  
 781-821-8255 TEL • 781-821-8256 FAX  
 region5@mnarn.org  
 www.massnurses.org/region5  
 www.facebook.com/massnurses  
 Harriett Duggan, Office Manager  
 Brian Moloney, Community Organizer

## Update on MNA's Workplace Violence Bill

*submitted by Joe Markman (MNA Staff)*

Nurses and other health care professionals are at greater risk of being assaulted on the job than almost any other profession. We need better protection so that we can provide the safe and effective care our patients deserve.

Fortunately, there is a solution already in the works. An Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence (S.1313/H.1687) will require health care employers in Massachusetts to work with their employees to develop and implement violence prevention programs.



*MNA board members testifying before the Joint Committee on Public Safety and Homeland Security on 2/4/16. (L-R) Kathy Metzger, Ellen Farley, Karen Coughlin*

MNA members, legislators and outside experts testified in favor of the bill at two State House hearings last summer and in February 2016. Following those hearings, members of the Joint Committee on Public Safety and Homeland Security voted the bill favorably out of committee this spring. It is currently in the Senate Committee on Ways and Means.

Among other components, the bill will:

- Require health care employers to perform annual risk assessments in cooperation with employees to identify factors which may put employees at risk for workplace violence
- Require hospitals to look at factors like working hours, public access to the area, working in high-crime areas, staffing levels and other factors that affect safety
- Require hospitals to then develop a written violence prevention plan and put measures in place to minimize risks
- Require the creation of an in-house crisis response team to support victims of workplace violence

Incidents of violence nearly doubled for nurses and nurse assistants between 2012 and 2014, according to the Centers of Disease Control and Prevention. Violence against health care

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# Bargaining Unit Updates



**Boston Medical Center** submitted by Susan Sirrico. We have nothing new to add at this time.

**Brigham & Women's Hospital** submitted by Shelley Reeve for Trish Powers. Negotiations continue. An informational picket was held on 5/17. Many thanks for all those who made the picket a success. The hospital is proposing lesser time off and medical insurance benefits for new nurses and no across-the-board increase.



**Brigham & Women's Faulkner Hospital** submitted by Kathy Glennon & Dan Rec. The Faulkner is still in negotiations. We have had a total of five sessions and the process is moving slowly. Take aways are still on the table with little additions. We had nurses that supported recent pickets of NSMC, NWH and BWH. We held a new nurse (five years or less at BWFH) introduction to MNA event on 5/18 at a local restaurant. We are trying to get younger nurses involved with MNA.



**Cambridge Health Alliance** submitted by Susan Wright Thomas. A contract has been negotiated and ratified after two years of negotiations and mediation. Many take aways were averted and modest raises were included in a contract that expires 6/30/17. Issues with staffing and operations on the McGovern Maternity Unit continue though the nurses have made great strides in having their concerns recognized. Continuing actions are planned to address the issues, promote solidarity and effect change. The nurses remain committed to positive action and moving forward. The nurses of CHA welcome our new CNO, Theresa Royer. MNA and the nurses at the Alliance look forward to developing a relationship that will improve the professional lives of the nurses and consequently bolster the patient experience at all of our hospitals and clinics.



**Carney Hospital** submitted by Elaine Graves. Carney is still in a constant state of change. Steward just hired its sixth new CNO in five years. Hard to invest time in someone that does not last. Hospital getting busier with new primary doctors and surgeons. Recently voted new members to our committee. Hospital has also hired new staff and quite a few new grads which is awesome. Have filed two arbitrations waiting for dates. We continue to fight the fight!

**Medford School Nurses** submitted by Allison MacGilvary. We all just voted to accept our new contract! We are still hoping to be able to hire two additional nurses to help out at our schools that only have one nurse. We also welcomed Baby Luke and Baby Emma over the past couple of months! As the school year comes to a close we are finishing up our mandates and

reports. The students, parents and staff are very lucky to have such a wonderful, compassionate group of nurses working in their schools! We are all looking forward to summer!

**Newton Public Health** submitted by Susan Riley. The Newton School Nurses are amazed at how fast another school year has flown by! It is a busy time of year as we are finishing up our vision, hearing and postural screenings as well as preparing our health rooms for a smooth start for next September. This winter, all nurses have been trained in Narcan administration and it is now available in all health rooms. Proudly we can report that more than half of our nurses are National Certified School Nurses (NCSN), as granted by the National Board. We all share a common goal of advancing the professionalism of nurses who work in school health.



**Newton-Wellesley Hospital.** Submitted by Betty Sparks. In April NWH started EPIC, a new computer system. It has been a challenge as things seem to change everyday. New contract wages with retro pay has started. Unfortunately we still have many unsolved grievances as enforcing contract language is a never ending issue. We did win an arbitration allowing nurses to go to per diem status. This is huge as we have lost many good nurses who have had to resign totally when life changes have happened and they were unable to work regular hours, and staying on per diem was not allowed by management despite our contract stating it was! So happy this went our way, as it should have!



**Norwood Hospital** submitted by Joan Ballantyne. Norwood is going through a contentious reorganizing of hours in three of our units: PACU, OR and Maternity. Staff who have worked here for many years are now



*(continued from page 1)*

workers accounts for nearly as many injuries as in all other industries combined, according to the Occupational Health and Safety Administration.

The same is true in Massachusetts. A recent survey of more than 220 union and non-union nurses conducted by the MNA showed that fear of violence and actual violence are rampant in Massachusetts hospitals. More than 85 percent of those surveyed had been punched, spit on, groped, kicked or otherwise physically or verbally assaulted in the previous two years. Yet only 19 percent of nurses say their employer was supportive and tried to find solutions.

Hospitals clearly will not address this problem on their own. We need a legislative fix. Ask your State Senator to support this bill by plugging in your zip code and easily sending an email at [www.massnurses.org/WPVletter](http://www.massnurses.org/WPVletter).

having to turn their lives upside down to fit in with managements new staffing model. This is being planned irrespective of the effect on the commitments, responsibilities and dependents of the staff involved, many who have worked here for well over 20years. There will be positions for every nurse but with new hours/schedules. Our new contract has finally been released by Steward and should be heading to the printers. Norwood nurses, watch for updates on our upcoming MNA day and contract distribution.

**St. Elizabeth's** submitted by Kirsten Ransom. Thanks to MNA Region 5 for sponsoring part of a MNA Day held 5/5. Here are pics from our Cinco de Mayo themed solidarity event.

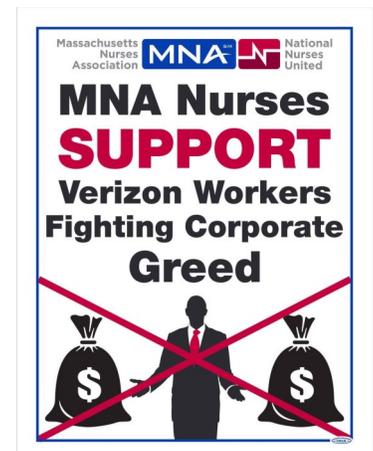


**Whidden Hospital** submitted by Carla Cerrato. We ratified our contract on 4/21/16. Highlights include a \$500 bonus in first year with new top step at 2.25% on ratification, 1% raise to all steps and scales 1/1/17, 2.25% new top step 3/30/17, removal of most disciplines from nurses files after one year. Whidden held on to overtime language and other significant language/articles proposed for give backs by CHA.



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

- American Red Cross
- Boston VNA
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Harvard Vanguard Medical Associates
- Somerville Hospital
- Tufts Medical Center
- 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.



To register, complete and return this 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](http://www.massnurses.org/region5/forms).

## 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

Description: This program will provide nurses with knowledge to differentiate between ethical issues and ethical dilemmas and provide methods that can be utilized to increase awareness of each. Resolution of ethical dilemmas and sentinel events will be discussed.



Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Place of Employment \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_  
 RN\_\_ LPN\_\_ APN\_\_ Other (specify) \_\_\_\_\_



## 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 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@mnarn.org • 781-830-5704 TEL • 781-571-1057 CELL  
 =====



## GBLC Legislative Breakfast

Seated at the MNA table L-R: Megan Collins, Ryan Berard, Barbara Tiller, Alison Ballantyne, Joan Ballantyne, Brian Moloney, Lisa Field, Patricia Powers.

**Recent GBLC Highlights:** Region 5 purchased a table at the GBLC Legislative Breakfast on April 4, 2016, at the Omni Parker House. The annual breakfast provides an opportunity to outline labor's agenda before a powerful group of lawmakers.

Massachusetts Nurses Association

Regional Council 5  
Greater Boston



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

**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](mailto: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](http://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):

July 19; September 20; November 15

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

*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.

### MNA Call for Nominations-2016 Election For more info on MNA elections, go to [www.massnurses.org/member-services/mna-elections](http://www.massnurses.org/member-services/mna-elections)

Consent to Serve Forms must be postmarked by May 31, 2016

### MNF Scholarships For more info and to download an application, go to [www.massnurses.org/about-mna/mnf/scholarships](http://www.massnurses.org/about-mna/mnf/scholarships)

Applications must be postmarked by June 1, 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](http://www.massnurses.org/About-MNA/About-the-Massachusetts-Nurses-Foundation/Rosemary-Smith-Memorial-Golf-Tournament)

Indian Pond Country Club, Kingston, MA  
July 11, 2016

### MNA Annual Convention For more info on the convention, go to <http://www.massnurses.org/news-and-events/p/openItem/9968>

DoubleTree by Hilton Boston North Shore, Danvers, MA  
October 12-14, 2016

### The Mediation Process

with guest speaker Josh Flax, FMCS

One class; dinner included.

- What is the mediation process?
- What is a federal mediator?
- What is "impartiality?"
- Why is mediation important?
- When should I call a federal mediator?



**Both Offerings  
Coming Soon!  
Dates TBA**

### Leader Media Training: using the media to support local bargaining unit issues/job actions

Two classes; dinner included.

- Providing an explanation of the media relations and interview process.
- Mock interviews for print, radio and TV interviews.

This training will provide local bargaining unit leaders/members with an understanding of how the media works and the role and value of using media relations to advance issues of concern to your local bargaining unit.

The program will provide participation with an understanding of the dos and don'ts of conducting media interviews, how to prepare talking points and messaging for an interview, as well as opportunities to conduct practice interviews for both print and electronic media.

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.*