

the Massachusetts

nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

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ADVOCATE



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Sexual Harassment, page 4**

January 2020



Massachusetts
Nurses
Association

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Want to be part of the MNA? Join us as an Associate Member!



The MNA has an exciting opportunity for non-unionized RNs working in the commonwealth. Our "associate membership" option, which is available at a reduced rate, opens the door for you to become involved with the MNA and its 23,000+ members. Joining as an associate member also provides you with access to the discounts, benefits, and resources that MNA union nurses enjoy daily, including full access to the organization's free CE programs.

To learn more, email membership@mnarn.org.

**Please note that joining as an associate member does not provide you with voting rights or the right to serve on the MNA's board of directors, nor does it provide you with the workplace protections and benefits that are contained within MNA contracts.*

President's Column Consider Making "Workplace Resolutions" in 2020



Donna Kelly-Williams

January 2020: The start of both a new year and a new decade, which, for me, feels like a doubled-up opportunity to set new goals and embark on new adventures. And yes, that is a casual, low-pressure way of me referring to the "R" word: resolutions!

If history is going to repeat itself, then there are a good number of us who have made personal resolutions that, if adhered to, will make us healthier and happier. 2020 will be the year we

lose weight; get fit; quit smoking; are more patient with our loved ones; improve our finances; and so on.

But how much would our health and wellbeing improve if we also committed to making some simple workplace resolutions? After all, many of us spend nearly 40 hours a week at our jobs, and we know the toll work stress takes on ourselves, our families, and our patients.

What about these as potential workplace resolutions? They are easy, and they will absolutely make a difference if we each stick to them.

Utilize the MNA's various online reporting forms. In 2020, if you are at work with a patient assignment that you know in your professional judgement is unsafe, fill out our online "safe patient limits" reporting form. Doing so will provide you with some much-needed documentation should the unsafe assignment result in problems that require you to protect your practice. Likewise, your filing of this form helps us to both better understand what is really happening with nurse staffing in Massachusetts hospitals and to strategize for winning improved statewide, nurse-to-patient assignments in the future. Visit massnurses.org to access this online form, as well as

reporting forms specific to the state's ICU staffing law and mandatory overtime law.

Purchase liability insurance. Personal professional liability insurance is important for each nurse to carry. If you rely solely on your employer's malpractice coverage, you may learn too late that you are not covered under every possible circumstance. That can be a costly lesson. If you have not yet purchased personal professional liability insurance, make 2020 the year you do so. See pg. 7 to learn more or visit http://bit.ly/MNA_LiabilityInfo.

Maximize your MNA membership. Being an MNA member gives you access to a wide collection of discounts on valuable programs and services. From savings on personal and financial products, to access to unique vacation trips and hard-to-get tickets, your MNA membership pays for itself if you shop with your MNA membership card in hand. See pages 2 and 22 for more information.

Explore joining the MNA. For nurses and health care professionals who are not yet MNA members, consider learning more about what the MNA can do for you. There are two pathways to membership: voting, along with your coworkers, to become a unionized MNA facility, or joining individually as an associate member (note: this latter version does not provide you with contract protections in the workplace or voting rights on MNA matters, but it does provide you with full access to resources, benefits, and CEs). Pages 8 and 9 highlight the advantages of union membership, and pages 2 and 23 detail how to contact us with questions about joining the state's most influential and respected nursing organization ... the MNA! ■

BORN 2020 RN Licensing Renewals Notice

Massachusetts nursing licenses must be renewed every two years on one's birthday; 2020 is a renewal year. The Massachusetts Board of Registration in Nursing (BORN) is the licensing entity. As of November 1, 2019 BORN began accepting online renewals for 2020.

It should be noted that there is a new CE requirement for licensees. They must complete a one-time course in Alzheimer's/

dementia/cognitive impairment care. This is required per Massachusetts law (Chapter 220 of the Acts of 2018).[i] However, **this requirement is not mandatory until November 7, 2022.** This is the renewal year following the 2020 year.

There had been an issue with the BORN web page that was blocking renewals if you clicked "no" indicating that you had not taken a course covering the new

requirement. This has since been fixed and the web page has been clarified to show that saying "no" will not affect your ability to renew in 2020 because the requirement does not take effect until 2022.

If you have any related questions please call the MNA at 781-821-4625 and ask for the nursing division. ■

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In Her Own Words:

Nurse Victim Shares Story of Workplace Sexual Harassment

by Anonymous

The following is a factual account of my experience being victimized by on-the-job sexual harassment and sexual assault, and the retaliation that followed my reporting of it. It is an example of at least one healthcare organization's failure to protect the rights of a victim of sexual harassment and assault. The event took place at a major Boston healthcare organization's hospital in 2015. I am a BSN-prepared nurse working more than 25 years in the operating room, and I have also worked in the capacity of nurse manager and supervisor during my career.

During the summer of 2015, the supervising anesthesiologist of the operating room where I was working began making me uncomfortable with sexual statements directed to me as well as staring up and down my body in a very sexual manner. Even

with my disengagement and negative responses to his sexual statements, his behavior

escalated to two occurrences of physically assaulting me in the fall of 2015.

In one assault he forcefully, physically restrained me while stating, "I could make this job happen for you if you really want it."

This occurred during an interview with him while I was a candidate for a nurse manager position in the operating room.

Another event occurred in the OR, during a case. The physician turned his back to the patient under his care and repeated sexual remarks to me while his leg was pushing me against a wall. I had no way to retreat. I defended myself on both occasions and coworkers noticed that it was unwanted physical aggression. One of these assaults was captured on video. His inappropriate sexual language towards me, lack of physical boundaries, very large physical size, and powerful political position in the hospital was very intimidating to me both physically and professionally. I was fearful for my safety, as well as for the safety of my patients, and I now believed that his behavior was not accidental in nature, but predatory. At this time, I had completed successful interviews for the position of operating room nurse manager with nurse leaders, the chief medical officer, and surgeons throughout the hospital. I had been told I was the lead candidate for the OR nurse manager position.

As an operating room nurse, it is at the core of my beliefs to protect patients in their most vulnerable states. Aligning with my core belief of protecting patients, I knew I needed to report this physician's behaviors to a superior in the hospital who could intervene on behalf of my personal safety as well as advocate for quality patient care.

I reported his sexually harassing behavior, verbally, to his manager and the CMO of the hospital. In my report I made it clear that this behavior was repetitive and escalating, and that these were serious incidents that needed to be

"This healthcare organization failed enormously to protect my rights against sexual harassment and assault, and in doing so it jeopardized all healthcare workers and, with them, patients."

corrected. Due to this physician's lack of appropriate physical boundaries, I asked for a plan to ensure my safety by not allowing this physician to work with me in the future. I was sensitive to the possible ramifications of such a report, and communicated that no one needed to lose their job if corrective actions could change his threatening behavior.

My complaint was forwarded to human resources to whom I retold the details. They assured me an investigation would follow. The results of the investigation substantiated my complaint. I was told a surveillance video corroborated my account. The human resources representative told me the physician would be apologizing to me. When I asked to view the video, I was told it was unavailable.

Stock photo used for design purposes only.



I was asked if I wished to continue my candidacy for nurse manager, to which I replied yes. However, I stipulated that my request to not work with the offending physician be honored. Within weeks of my complaint I received a forced, insincere apology from the physician which was further intimidating and victimizing to me. Adding insult to injury, a new nurse manager candidate was interviewed and hired.

I began to be disciplined for minor infractions at work. In addition, the physician who assaulted me began looking up and down my body again in an intimidating and sexual way and would change the OR assignments to work in my area of the OR.

I began to fear I was being retaliated against for my complaint. Through the astute observations and help of another physician and friend in the hospital, I gained support. Although the hospital administration had told me to be silent about my harassment and assault, at the urging of a sympathetic physician, as well as nurse coworkers and friends, I began to tell other nurses in my department about my harassment. I asked if they had experienced or witnessed similar behavior from this, or any other, physician.

I learned the harassing physician had said and done things to several nurses, and had also jeopardized the privacy of a patient. Two of the nurses reported his behavior to human resources with no consequences to the harassing physician. Nurses stated to me they felt their complaints fell on deaf ears, and they feared possible retaliation and loss of their jobs if they spoke up, as they saw was happening to me.

In the many months that followed, I was put on administrative leave twice for discussing my sexual harassment complaint with friends and staff. My nursing and physician coworkers were directed by hospital administration not to talk to me at work. Through video surveillance I was monitored during my work and when coworkers spoke to me they were subsequently interrogated by administration.

The sympathetic physician who spoke out and intervened on my behalf was similarly disciplined for minor infractions. The hospital administration was systematically isolating me and disciplining my supportive coworkers in an effort to silence me. With legal support, I filed complaints with the Mass. Commission against Discrimination, National Labor Relations Board, and Mass Board of Registration in Medicine. Through successful representation by attorney Kevin Powers of Boston, the case was resolved to my satisfaction.

For eight months I continued to request not to work with the harassing physician; those requests were denied. The harassing physician continued to assign himself in my work area and intimi-

Continued on page 6

Stats & Info to Know

“Sexual harassment, as defined by World Health Organization (WHO) and its partner organizations, is ‘any unwanted, unreciprocated, and unwelcomed behavior of a sexual nature that is offensive to the person involved, and causes that person to be threatened, humiliated, or embarrassed.’ It’s likely that most nurses have experienced unwanted approaches, sexually based comments, or inappropriate jokes—perhaps even unwanted physical contact—at some point in [their] careers.”¹

“A survey of U.S. academic medical faculty members found that 30% to 40% of women in healthcare experienced sexual harassment, and those who complained or reported it received negative consequences to their careers. Moreover, 60% of trainees and medical students also experienced sexual harassment. However, most did not report the incidents.”¹

“An international review of nurse exposure to physical and nonphysical violence, bullying, and sexual harassment in 38 countries found that about 25% of the nurses reported sexual harassment. The highest rates for physical violence and sexual harassment occurred in Anglo countries—Australia, Canada, England, Ireland, New Zealand, and the United States.”¹

“In Massachusetts, Chapter 151B of the General Laws is the statute that makes sexual harassment in the workplace unlawful. There are two main categories of sexual harassment from which employers need to protect employees, one of which is known as ‘hostile work environment; harassment. Hostile work environment discrimination includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that interfere with an individual’s work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment. To create a hostile work environment, the behavior must be severe and pervasive ...”²

“Employers are [also] strictly liable for hostile work environments created by managers and persons with supervisory authority, regardless of whether the employer knows of the conduct. An employer may also be liable if an employee who is not a supervisor or a manager, such as a co-worker, creates a hostile work environment.”²

1. Suzanne Carroll, RN, MS, AOCN®; ONS Voice, March 7, 2018; <https://voice.ons.org/stories/is-sexual-harassment-of-nurses-prevalent-in-health-care>.
2. Regina Ryan, Attorney at Law; MUNICIPAL ADVOCATE Vol. 29, No. 2; www.mma.org/wp-content/uploads/2018/07/advocate_v29n2_law_sexual_harassment.pdf.

In Her Own Words (continued)

date me. I was supported by many physicians and nursing staff who altered their assignments to accommodate me working in an area away from the harasser. It was one year and three months after my harassment event that I was fired as a result of circumstances around a coworker staff nurse who erroneously altered my patient medical record entries without my permission. Despite my complaints to hospital administration, the nurse and physician harasser are still employed by the healthcare organization.

My simple request to protect myself and patient care by working free from sexual and physical harassment evolved into a fight to keep my job. As a result of the pernicious retaliation against me by the hospital administration and the hospital's HR department, I had no choice but to file suit against the hospital to protect my professional reputation and to enforce the state's anti-retaliation law.

Not in my wildest dreams did I imagine that in 2015 these rights would be in jeopardy. That a physician would use sexual harassment and assault as a means to empower himself during an interview speaks to personal weakness and ineffective professional skills. The bigger crime is that a healthcare institution would choose to empower and protect these behaviors by continuing his employment and discrediting my professional contributions and reputation. Not only did this assaultive experience disrespect me personally, it also disrespects and weakens the professional nurse/doctor relationship, which is based on the intellectual, collegial, supportive mission of providing quality patient care.

This healthcare organization failed enormously to protect my rights against sexual harassment and assault, and in doing so it jeopardized all healthcare workers and, with them, patients. Despite this institution having knowledge of multiple complaints against the physician for sexually harassing behaviors, they chose to ignore the opportunity to change the behavior. It is unacceptable to expect the burden of an employee's illegal behavior to be solely carried by the victim. Healthcare institutions need to be held accountable for their ineffective observance of the law.

During my harassment I was repeatedly told by hospital administration not to discuss the harassment, with which I initially complied. I was cooperating with administration, expecting a fair and just solution. I have learned from this experience that silence empowers injustice. Nurses, physicians, and all hospital staff need to communicate and exercise their freedom of speech in order to put hospital administrations on notice to uphold the law.

Many nurses, doctors and healthcare workers understand that operating rooms, emergency rooms, and healthcare facilities in general can be very stressful environments to work in. At times, under stressful conditions, doctors, nurses, and patients may act out in isolated acts of disrespect to those around them. Under some circumstances, an isolated disrespectful remark is unintentional, and professionalism dictates that it not be taken in personal context. However, it is important to understand and distinguish that *unwanted* sexual advances, sexual harassment, and assault are distinctly different unlawful behaviors.

It is my opinion that it is the responsibility of a competent hospital administration to report to local law enforcement authorities when positive investigations of repeated sexual harassment and

sexual assaults occur within their confines. Additionally, they should responsibly advise the victims of their right to notify the local police authorities. Nurses and many other healthcare professionals report such assaults and harassment, in the workplace, under the assumption that the healthcare organization will appropriately discipline this unlawful behavior and protect the victim from further harassment and assault. Nurses and all healthcare workers must be informed that they can report this criminal behavior to local law enforcement.

The #MeToo movement has been influential in exposing problems of sexual harassment and assault within business organizations. I write about my experience because I know I am not alone. The healthcare industry is not immune to problems with sexual harassment and assault. Nurses need to be informed and speak up to support the ideals of the #MeToo movement in an effort to bring about the change that is needed to correct the problems. In the healthcare organization where my harassment took place, many staff members had previously observed or experienced sexually harassing behavior from the physician who harassed me. Many coworkers did not report out of fear of retaliation and/or loss of their jobs. The culture of fear of reporting needs to be eradicated via institutional policy changes and judicial oversight. Nurses and all healthcare workers can change institutional policy by speaking up. Unchecked sexual harassment and sexual assault undermine the delivery of quality care for all nurses, doctors, and patients.

Editor's Note: *The MNA met with this nurse and reviewed all relevant documents related to their situation, and we have jointly decided not to publish their name for fear of further retaliation. It is important to note that their case before the National Labor Relations Board was settled. Their complaint against the physician has yet to be decided by the Board of Registration in Medicine. It is astounding that this serial offender is still practicing at the same facility. ■*



NSO Liability Insurance Covers Nurses Who Are Victims of Workplace Violence

The current healthcare environment has left nurses and other healthcare professionals at an increased risk for both physical and emotional harm. The nurse is often the target of a patient or family member who is left frustrated and disillusioned by this system when not well cared for.

The issue of workplace violence and assaults against nurses is a major concern. In fact, a recent survey of the state's nurses found that nearly 60% of nurses in the Commonwealth have experienced some form of workplace violence in the past two years, with some reporting multiple assaults.

Over the years, many nurses have told the MNA that they wished they had purchased liability coverage prior to an incident in the workplace leading to a surprise discipline or liability problem. Nurses should be aware that there is now liability coverage available to them that can help should they be victims of a workplace assault.

Workers' compensation is available for nurses who are injured on the job. This insurance is provided by the employer which will cover medical expenses and a portion of lost time expenses associated with the injury after an initial period of time out of work.

Workers' compensation can be a very difficult process for nurses to navigate. Therefore, we often refer nurses who are having problems with their claim to a workers' compensation attorney. The MNA advises nurses to report an injury immediately to their employer and to document the incident with date, time, and witnesses to the injury or harmful event. This includes keeping and maintaining ongoing medical records as it relates to a claim made on behalf of the nurse. Having the correct documentation will help to expedite the process.

Too many nurses think if they practice as they should, they'll be fine, but that is most definitely not the case. Anyone can get dragged into a lawsuit or unfairly accused by a supervisor, family member, or co-worker. Also, nurses are often told they will be covered by their employer, but that's not true in the vast majority of cases. Nurses certainly should not rely on that false promise. What nurses should do is secure additional, relevant insurance well ahead of a workplace violence injury. NSO (Nurses Service Organization) is the MNA's preferred provider for this type of insurance.

The assault coverage benefit works as follows:

- The NSO coverage of assault claims is in addition to the standard professional liability coverage, which includes workplace violence counseling. The coverage will reimburse a healthcare provider for medical expenses incurred or for damage to a healthcare provider's property should a healthcare provider be attacked and injured at work or when commuting to or from the healthcare provider's workplace. The assault must be a willful attempt to inflict harm by another (a person, not an animal). Workplace violence expands the coverage to include emotional counseling as a result of the assault. The limit for assault coverage for an individual is \$25,000 aggregate. This policy won't reimburse you for goods lost or stolen during an assault.
- The assault coverage is excess over other available insurance such as workers' compensation, if that is approved.

MNA strongly encourages all nurses to:

1. Obtain liability insurance; it runs about \$100 per year for most nurses.
2. Contact the MNA if you are assaulted.
3. File a claim with NSO or your own carrier if different.

The MNA also believes that all nurses should carry some form of liability insurance, notably one that has "tail insurance," or insurance that covers you after you leave the employer or retire. This protects you from incidents that happened while you were working and insured, even if you're no longer insured.

For more information contact:

- Chris Pontus, RN, MS, COHN-S/CCM at 781-830-5754 or cpontus@mnarn.org.
- Mary Crotty, JD, MBA, BSN at 781-830-5743 or mcrotty@mnarn.org
- <https://www.nso.com/malpractice-insurance/individual>

The MNA believes that if a major liability insurance provider starts paying out claims, they will have an incentive to pressure employers to make their workplaces safe for nurses.

NSO offers a 10% discount for nurses who complete an online malpractice CE course:



Save 10% on the cost of your NSO professional liability insurance premium.

You can receive a 10% non-cumulative risk management credit on your individual professional liability premium for up to three years once you complete 6 contact hours in Focus on Malpractice Prevention.

<https://www.nso.com/malpractice-insurance/individual>

The Benefits and Advantages of Working in a Union Facility

By Joe Twarog, Associate Director, Labor Education & Training

Currently, only 14.5% of the workforce in Massachusetts is unionized. Therefore, the vast majority (85.5%) of in-state workers are not represented by a union and may not have any personal knowledge or work experience in a union workplace.

Additionally, our educational system teaches little about labor, its organizers, and its leaders. School children learn plenty about industrialists like Andrew Carnegie, John D. Rockefeller, William Randolph Hearst, and Cornelius Vanderbilt and their vast riches and “glowing achievements.” Yet they have little knowledge of some of the key leaders in the labor movement and their accomplishments and struggles for worker justice. This includes Mother Jones; Joe Hill; John L. Lewis; A. Philip Randolph; Walter Reuther; Lucy Randolph Mason; Frances Perkins; Lucy Parsons; Dolores Huerta; Cesar Chavez; Rosina Tucker; Elizabeth Gurley Flynn; and Bayard Rustin.

It should come as no surprise that many American workers have little understanding of, or background in, organized labor and the benefits of “working union.” Unfortunately, negative stereotypes in the media are pervasive, and often the only reports that are seen are about union strikes and “troubles.” This occurs even though thousands of union contracts are successfully and routinely negotiated every year nationwide, thereby improving wages and working conditions for countless employees, all while improving the overall economy.



Call 781-821-4625 for information on unionizing with the MNA.

With this background as a foundation, the following question begs to be asked: What difference is there in working in a union workplace vs. a non-union workplace?

To be blunt, in a non-union workplace the worker has virtually no rights to be heard or to challenge an injustice unless she/he can point to a specific law that addresses the issue. It is the union contract and its enforcement by the union membership that makes the difference. If a nurse or healthcare professional works in a mega-hospital — like Massachusetts General, the Lahey Clinic, Baystate Health Care, or Beth Israel/Deaconess — she/he has little say over their working conditions. Sure, some of these may claim to have an “open door” policy or even an internal grievance procedure (although they may refer to it in different terms). But these procedures surely never have a totally independent authority such as an arbitrator who has the power to make the final binding decision on what is in question.

The following are two charts that illustrate some key differences between union and non-union facilities.

Union



Wage and Benefit Comparison: Union vs. Non-Union

For all sectors; not nursing specific.

Benefit	Union	Non-union
Wages – Median Weekly Earnings	\$753	\$489
Retirement Benefits & Pensions	90%	64%
Healthcare Coverage	92%	68%
Short Term Disability	63%	35%
Life Insurance Coverage	83%	55%
Paid Personal Leave	49%	37%
Paid Vacations	90%	76%
Paid Holidays	89%	76%
Paid Sick Leave	71%	62%

Figures based on data from the US Bureau of Labor and Statistics.

Non-Union



The differences and benefits of working in a union facility are unmistakable and clear. Trade unionists should proudly promote these advantages and educate the many workers who are unaware or critical of unions due to the lack of information. ■

Benefit	Union	Non-Union
Due process	Each collective bargaining agreement includes a grievance and arbitration process that every worker can access.	None
Wages, benefits, and working conditions	These are all mandatory subjects that are negotiated at the bargaining table — a direct mechanism to improving work life.	None; management determines these unilaterally.
Hiring, promotions, transfers, and layoffs	These are all governed by the negotiated terms of the contract. Seniority is the objective tool used in many of these instances.	All determined by the employer.
Changes in working conditions	All are negotiated and can only be changed by formal negotiations between the union and the employer.	The employer is free to do what it likes without worker input.
Staffing	The union always fights for improved staffing.	The employer decides.
Floating, shift rotation, leaves of absence, sick leave, holidays	All are negotiated and protected by the contract.	The employer decides, except when the law applies.
Discipline and discharge	Subject to the “just cause” standard.	The employer does as it chooses; an employee may be disciplined and/or terminated without any justification, explanation, or cause.
Weingarten Rights	These rights allow an employee to have a union representative present during an investigatory interview when discipline may result.	No such rights.
Voice in the workplace	Employees have a powerful direct voice in their workplace about their working conditions.	Employees may speak; employers will ignore.
Access to information	The union has strong rights of access to information when investigating a possible grievance as well as during contract negotiations.	None
Voice in patient care	MNA members always advocate for their patients’ welfare. Examples include safe staffing; ban on mandatory overtime; ICU patient limits; workplace violence; safe patient handling; etc.	Employees may speak; employers will ignore.
Political and legislative work	On-going. The MNA is recognized as a powerful voice advocating for patients that must be recognized (see above).	Good luck.
Equality and favoritism in the workplace	Seniority provides a fair and objective measure, thereby vastly reducing the amount of bias and favoritism in the workplace.	The employer can be fair or not; there are no barriers or guidelines for the boss to refrain from gross favoritism, nepotism, or preferential treatment.
Workplace safety	Health and safety on the job is always a priority for the union. It is negotiated and memorialized in the contract, and enforced through grievance and arbitration.	Employers are only obligated to observe the laws in place.
Job security	Union workers may be laid off but there is an order and process that must be followed. Terminations are subject to the “just cause” standard and due process.	Workers are “at will” employees subject to the whims and desires of the employer.
Nondiscrimination	Strong protections are negotiated into most contracts that include categories often not covered by law.	Employers only have to abide by the law.

At the Table

Who's at the Table?

- Atrius Health
- Cambridge Health Alliance
- Leominster Hospital (UMass system)
- Marlborough Hospital (UMass system)
- Saint Vincent Hospital (Tenet system)
- Tobey Hospital (Southcoast system)
- *St. Luke's Hospital (Southcoast system)
- Vibra Hospital of Western Massachusetts

** newly organized; first contract*

Leominster

The RNs at the Leominster Campus of UMass Memorial HealthAlliance – Clinton Hospital held a candlelight vigil on Dec. 3 in response to management's recent contract proposals to cut nurse staffing, increase nurse-to-patient assignments, and jeopardize patient safety as a result.

The hospital's shortsighted proposals follow nearly five years of nurse-staffing and patient-safety improvements — improvements that were secured as part of the nurses' 2014/2015 contract win. At that time, the nurses won language that limited most nurses' patient assignments to five; created STAT nurse positions for the purposes of responding to urgent patient needs throughout the hospital, whether due to patient care or census changes; and made it so that "charge nurses" did not carry a patient assignment, thereby allowing them to manage the overall needs of patients, nurses, and the flow on each individual floor/unit. Those changes greatly improved patient safety, patient outcomes, and nurse recruitment/retention.

"Five years of progress on behalf of our patients and the community," said Natalie M. Pereira, RN and chairperson of the MNA bargaining unit at the Leominster campus, "and the first opportunity management has to undo all of that progress, they jump on it and want to eliminate our strongest patient-safety language. This proposal would bring us backwards, not move us forward at a time when patients are sicker and healthcare delivery is more complex. We will fight against these proposals for as long as it takes."

The nurses also held a toy drive during the vigil and donated four enormous bags of new toys and books to the Spanish American Center in Leominster.



Despite being named “an essential service” by DPH, Tobey maternity unit closes

December 10 was a solemn night outside of Tobey Hospital in Wareham, where a crowd of supporters, nurses, clergy, elected leaders, and former patients took part in a candlelight vigil mourning Southcoast Hospitals Group’s decision to shutter the hospital’s beloved and highly esteemed maternity unit. The fight to keep the unit open began in late August following an unexpected closure announcement from Southcoast, and it included a petition campaign; an ad campaign; a DPH public hearing that was overtaken by community supporters for keeping the unit open; and a candlelight vigil. Ultimately, without a solid state-wide legal measure in place to empower the DPH to prevent such closures of essential services, the unit was unceremoniously closed by Southcoast on Dec. 31, 2019. In response to this closure, and many others like it, the MNA is fighting to get its essential services bill passed this legislative session. Learn more about An Act Relative to the Closing of Hospital Essential Services (S. 672/H. 1139) at massnurses.org. ■



MNA and the Battery Wharf Hotel workers

MNA President Donna Kelly-Williams with Brian Lang and Carlos Aramayo from UNITE HERE Local 26 just prior to their union reaching its tentative agreement in late November following a lengthy strike. In this photo, the MNA had just delivered \$50 Stop and Shop gift cards to each of the 75 Battery Wharf Hotel workers in order to help them with their Thanksgiving holiday meals. Congratulations to these dedicated union sisters and brothers who stood up for a fair contract and made their families and communities stronger as a result! ■

Methuen Nurses Support Safe Staffing

The nurses at Holy Family Hospital Methuen turned out a big crowd in early November to deliver over 360 petitions to the hospital president and CNO in support of winning safer staffing, competitive wages, and competitive benefits as part of their current contract talks. ■



MNF Massachusetts Nurses Foundation

2020 SCHOLARSHIP APPLICATIONS ARE AVAILABLE THROUGH THE MASSACHUSETTS NURSES FOUNDATION • DEADLINE IS JUNE 1, 2020

Scholarship Eligibility:

- Be an MNA member in good standing
- Be a child of an MNA member in good standing
- Must be accepted into a degree program in nursing or health care field which includes Microbiologist, Dietitian, Social Worker, Pharmacist, Speech Therapist, Physical Therapist, Occupational Therapist

For more information visit www.massnurses.org/mnf or call Cindy Messia at 781-830-5720 or cmessia@mnarn.org.

The following pages are dedicated to supplying you with information about our Spring continuing education classes.





Migraine: Enhance Your Nursing Knowledge

Description: A migraine is a chronic disorder that presents significant challenges due to its unpredictable onset, episodic pattern, intensity, and duration. In addition to intense headaches that can last from four to 72 hours, migraines can also be associated with nausea, vomiting, photophobia, and phonophobia. This talk will focus on “classic” migraines, but will also touch on migraine variants such as hemiplegic migraines, retinal migraines, and abdominal migraines.

Presenter: Vincent M. Vacca, Jr., MSN, RN

Date: Tuesday, March 10, 2020

Time: 4:45 – 5:30 p.m., Registration/Dinner
5:30 – 7:45 p.m., Program

Location: Delaney House, 3 Country Club Road, Holyoke; delaneyhouse.com

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

Current Trends & Updates in the Care of Behavioral Health Patients

Description: The need for comprehensive psychiatric and behavioral health care, nationally and internationally, continues to grow. For nurses to be competent in the delivery of evidence-based care, they must possess an understanding of the assessment, diagnosis processes and how medications are selected for symptom control. This program will describe the methodologies that nurses and health care professionals can implement to more effectively care for this population.

Presenter: Mary Linda O'Reilly, MS, APRN, BC

Date: Wednesday, April 8, 2020

Time: 8:30 – 9 a.m., Registration/Continental Breakfast and Lunch
9 a.m. – 3 p.m., Program

Location: Hadley Farms Meeting House, 41 Russell Street, Hadley; hadleyfarmsmeetinghouse.com

Fee: Member/Associate Member, free*; Non-Members, \$195. *Requires a \$50 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

The ABCs of Cardiac Medications

Description: This program will take a physiological approach to understanding cardiac medication commonly utilized in managing patients with cardiovascular disease. Specific pharmacologic agents to be reviewed include antiarrhythmics; ACE inhibitors; angiotensin receptor blockers; beta blockers; and calcium channel blockers. Implications for administering and evaluating the effectiveness of these medications will also be highlighted.

Presenter: Carol Daddio Pierce, MS, RN

Date: Thursday, May 7, 2020

Time: 4:45 – 5:30 p.m. registration/Dinner
5:30 – 8 p.m., Program

Location: Hilton Garden Inn Lenox-Pittsfield, 1032 South Street, Pittsfield; <http://bit.ly/HiltonPittsfield>

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

To register: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 6 if you need help with online registration. Downloadable/printable registration forms also available via same link; forms can then be mailed in. For questions, please contact Region 1 at **413-584-4607** or email region1@mnarn.org.



Parkinson's Disease: A Nursing Perspective

Description: Parkinson's Disease (PD) is the second most common neurodegenerative disorder worldwide. While rare in people under 50, prevalence of PD increases with age. The current worldwide prevalence of PD is approximately 7 million people and is expected to double in the next 20 years. PD is characterized by both motor and non-motor symptoms. Recognition, diagnosis, and treatment of motor symptoms associated with PD will be the focus of this presentation.

Presenter: Vincent M. Vacca, Jr., MSN, RN

Date: Tuesday, March 24, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8:15 p.m., Program

Location: The Beechwood Hotel, 363 Plantation Street, Worcester; beechwoodhotel.com

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

The ABCs of Cardiac Medications

Description: This program will take a physiological approach to understanding cardiac medication commonly utilized in managing patients with cardiovascular disease. Specific pharmacologic agents to be reviewed include antiarrhythmics; ACE inhibitors; angiotensin receptor blockers; beta blockers; and calcium channel blockers. Implications for administering and evaluating the effectiveness of these medications will also be highlighted.

Presenter: Carol Daddio Pierce, MS, RN

Date: Monday, May 18, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8:30 p.m., Program

Location: The Beechwood Hotel, 363 Plantation Street, Worcester; beechwoodhotel.com

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

Old Vices, New Devices: Vaping 101

Description: Teen fads come and go, but some have more long-term consequences than others. Electronic cigarettes may provide a less harmful alternative to traditional cigarettes for adult smokers, but for adolescents they are an introduction to a lifelong battle with nicotine addiction. This presentation will examine the data on teen usage; illustrate the marketing strategies that effectively fueled the fad; review the array of substances and devices used; discuss the specific impact on adolescent brain development; and identify resources for parents and practitioners to prevent and address nicotine addiction in teens.

Presenter: Laurie Warnock, MPH

Date: Monday, June 8, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8:15 p.m., Program

Location: Doubletree by Hilton Hotel Westborough, 5400 Computer Drive, Westborough; <https://bit.ly/2TreeWestborough>

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact hours: Will be provided

To register: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 6 if you need help with online registration. Downloadable/printable registration forms also available via same link; forms can then be mailed in. For questions, please contact Region 2 at **508-756-5800** ext. 100 or email region2@mnarn.org.

REGION 3



Understanding PTSD: Assessment, Intervention, and Referral Skills for Nurses

Description: Nurses are in a unique position to recognize the varied symptoms of PTSD in patients who are suffering from the stress associated with experiencing traumatic events. In this interactive training, nurses will learn about normal human responses to traumatic events and how to help. We will explore the range of symptoms of PTSD and discuss sensitive means of assessment and intervention. Through case examples, we will consider how nurses can support their patients by evaluating their readiness for change and strengthen the motivation of their patients to accept referrals for treatment and care.

Presenter: Susanna Slattery, PhD.

Date: Wednesday, April 1, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8 p.m., Program

Location: Massachusetts Maritime Academy, Bay State Conference Center, 101 Academy Drive, Buzzards Bay. Drive onto campus and head toward the distant end of campus. The Bay State Conference Center is located directly across from the large MMA ship (not the red tugboat). There is a small parking lot adjacent to the conference center and additional parking is located along the canal edge.

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

Migraine: Enhance Your Nursing Knowledge

Description: A migraine is a chronic disorder that presents significant challenges due to its unpredictable onset, episodic pattern, intensity, and duration. In addition to intense headaches that can last from four to 72 hours, migraines can also be associated with nausea, vomiting, photophobia, and phonophobia. This talk will focus on “classic” migraines, but will also touch on migraine variants such as hemiplegic migraines, retinal migraines, and abdominal migraines.

Presenter: Vincent M. Vacca, Jr., MSN, RN

Date: Wednesday, April 29, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8 p.m., Program

Location: Massachusetts Maritime Academy, Bay State Conference Center, 101 Academy Drive, Buzzards Bay. Drive onto campus and head toward the distant end of campus. The Bay State Conference Center is located directly across from the large MMA ship (not the red tugboat). There is a small parking lot adjacent to the conference center and additional parking is located along the canal edge.

Fee: Member/Associate Member*, free; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

Conflict Resolution in the Workplace

Description: Nurses are expected to utilize effective communication strategies and interpersonal skills within the unpredictable environment of acute care. The escalation of stress in response to the evolving needs of patients and families, and the perception of adversarial co-workers and managers. can challenge nurses every day. Strategies to assess interactions and effective conflict resolution will be discussed in this presentation.

Presenter: Joe-Ann Fergus, PhD, RN

Date: Wednesday, May 13, 2020

Time: 5:30 – 6 p.m., Registration/Dinner
6 – 8:15 p.m., Program

Location: Massachusetts Maritime Academy, Bay State Conference Center, 101 Academy Drive, Buzzards Bay. Drive onto campus and

head toward the distant end of campus. The Bay State Conference Center is located directly across from the large MMA ship (not the red tugboat). There is a small parking lot adjacent to the conference center and additional parking is located along the canal edge.

Fee: Member/Associate Member*, free; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

To register: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 6 if you need help with online registration. Downloaded/printable registration forms also available via same link; forms can then be mailed in. For questions, please contact Region 3 at **508-888-5774** or email region3@mnam.org.

REGION 4



Something in the Air: What's new in Electronic Nicotine Delivery Devices

Description: Most of us have heard of E-cigarettes, vapes, Juul, etc., but there are new devices, new substances, and/or new ways to use old substances — such as cannabis — cropping up on every street corner. Some communities are raising the age for tobacco purchases; others are looking to ban fun flavors. This presentation will take a snapshot look at the market, the known science, the laws, the unanswered questions, and the health implications for users.

Presenter: Laurie Warnock, MPH

Date: Tuesday, April 7, 2020

Time: 5 – 6 p.m., Registration/Light Dinner
6 – 8:15 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; danversport.com

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

Migraine: Enhance Your Nursing Knowledge

Description: A migraine is a chronic disorder that presents significant challenges due to its unpredictable onset, episodic pattern, intensity, and duration. In addition to intense headaches that can last from four to 72 hours, migraines can also be associated with nausea, vomiting, photophobia, and phonophobia. This talk will focus on “classic” migraines, but will also touch on migraine variants such as hemiplegic migraines, retinal migraines, and abdominal migraines.

Presenter: Vincent M. Vacca, Jr., MSN, RN

Date: Tuesday, April 28, 2020

Time: 5 – 6 p.m., Registration/Dinner
6 – 8 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; danversport.com

Fee: Member/Associate Member*, free; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

The Growing Use of Antidepressant Medications: A Global Update

Description: The number of people living with acute and chronic depression continues to grow locally, nationally, and internationally. The treatment of these illnesses often includes the prescription of various classes of antidepressant medications. Nurses providing bedside care

for these patients must have an extensive knowledge of the actions, indications, and potential side effects of these medications. This program will focus on the most commonly diagnosed types of acute and chronic depression, and the pharmacologic and psychosocial supports vital to effectively treating patients living with depressive illnesses.

Presenters: Judith Jorge Leonard, RN, MSN, PMHNP-BC

Date: Wednesday, May 20, 2020

Time: 5 – 6 p.m., Registration/Light Dinner
6 – 8:15 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; danversport.com

Fee: Member/Associate Member*, free; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

To register: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 6 if you need help with online registration. Downloaded/printable registration forms also available via same link; forms can then be mailed in. For questions, please contact Region 4 at **781-584-8012** or email region4@mnarn.org.

REGION 5



Migraine: Enhance Your Nursing Knowledge

Description: A migraine is a chronic disorder that presents significant challenges due to its unpredictable onset, episodic pattern, intensity, and duration. In addition to intense headaches that can last from four to 72 hours, migraines can also be associated with nausea, vomiting, photophobia, and phonophobia. This talk will focus on “classic” migraines, but will also touch on migraine variants such as hemiplegic migraines, retinal migraines, and abdominal migraines.

Presenter: Vincent M. Vacca, Jr., MSN, RN

Date: Thursday, April 9, 2020

Time: 5 – 5:30 p.m., Registration/Light Dinner
5:30 – 7:30 p.m., Program

Location: MNA Headquarters; 340 Turnpike Street, Canton; massnurses.org

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

The Complexity of the Endocannabinoid System and Understanding Cannabis (Medical Marijuana) Treatment

Description: This program will review advanced pathophysiology of the human endocannabinoid system and how it functions in health and disease. Cannabis use for medical treatment will be discussed and will include how cannabis complements the body’s system. This presentation will include pros and cons of cannabis treatment and include nursing considerations in caring for patients who are being treated with medical cannabis.

Presenter: Dr. Hong Truong, D.O.

Date: Tuesday, April 14, 2020

Time: 5 – 5:30 p.m., Registration/Dinner
5:30 – 8:30 p.m., Program

Location: Lombardo’s, 6 Billings Street, Randolph; lombardos.com

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

Nursing Considerations in Preparing for the Crisis in Health-care Violence

Description: Occurrences of active shooter incidents in healthcare settings almost doubled during 2006-2011 from the previous five years. Having a plan to know: your environment, facility policies and actions to utilize in potentially, or actual, volatile situations can optimize safety for everyone. This program is designed to provide nurses and other healthcare staff skills to recognize situations that may threaten harm to staff, patients and others.

Presenters: Peg Tayler, M.Ed., MS, RN; Mark Saia, MSCJ, NEMLEC SWAT

Date: Tuesday, May 5, 2020

Time: 5 – 5:30 p.m., Registration/Light Dinner
5:30 – 8:30 p.m., Program

Location: MNA Headquarters; 340 Turnpike St., Canton; 781-821-8255; massnurses.org

Fee: Member/Associate Member, free*; Non-Members, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance at program. Mail in registration with check only; online registration with credit card.

Contact Hours: Will be provided

To register: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 6 if you need help with online registration. Downloaded/printable registration forms also available via same link; forms can then be mailed in. For questions, please contact Region 5 at **781-821-8255** or email region5@mnarn.org.

SAVE *the* DATE

May 1, 2020

15th annual

Clinical Nursing Conference



Norwood, MA

MNA HEADQUARTERS

Advanced Cardiac Life Support (ACLS): Certification and Recertification

Description: This AHA course will provide information on the clinical management of medical emergencies through a case study approach. This is a two-day certification and a one-day recertification course. *This challenging course is best suited for nurses working in acute or critical care areas. Attendees must be proficient in dysrhythmia interpretation.*

Presenters: Carol Mallia, MSN, RN; Mary Sue Howlett, PhD, RN/FNP-BC, CEN; Charlene L. Verga, MSN, RN, CEN, LNC; other instructors for the clinical sessions

Dates: Thursday, April 23 and Thursday, April 30, 2020 (Certification)
Thursday, April 30, 2020 (Recertification only)

Time: 8:30 – 9 a.m., Registration
9 a.m. – 5 p.m., Program (light lunch provided for both days)

Location: MNA Headquarters, 340 Turnpike St., Canton, MA

Fee: Certification: MNA Members/Associate Members, free*; Non-Member, \$250. Recertification: MNA Members/Associate Members, free*; Non-Member, \$195

***Requires \$100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of \$50 for the workbook.**

Contact Hours: Contact hours will **NOT** be awarded for this program.

MNA Contact: Donna Olson, 781-830-5794

Considerations in the Risk Factors and Dangers of Vaping

Description: This program will discuss the risks and dangers that can exist with vaping. Nicotine dependence, pharmacotherapy and treatment resources for vaping will be addressed.

Presenter: Nanette Vitali, MS; Mary Cole, MPH, CHES

Date: Tuesday, May 19, 2020

Time: 5 – 5:30 p.m. Registration/Dinner
5:30 – 8 p.m., Program

Location: MNA Headquarters, 340 Turnpike Street, Canton

Fee: Member/Associate Member, free*; Non-Member, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance at program.

Contact Hours: Will be provided

MNA Contact: Liz Chmielinski, 781-830-5719

Strategies for Addressing the Drug Crisis Epidemic:

What Nurses Should Know

Description: The purpose of this program is to educate nurses on the public health dilemma of the drug crisis and its impact on the medical profession, patients, families and the community. This program will review the pathophysiology/neurobiology of addiction, medication assisted treatment and include harm reduction measures. This program will also discuss the stigma associated with the disease of substance use disorder and addiction.

Presenter: Charlene L. Verga, MSN, RN, CEN, LNC; additional speakers to be announced

Date: Tuesday, June 9, 2020

Time: 8:30 – 9 a.m., Registration (includes light breakfast and lunch)
9 a.m. – 4 p.m., Program

Location: Lombardo's, 6 Billings Street, Randolph; lombardos.com

Fee: Member/Associate Member, free*; Non-Member, \$195. *Requires a \$50 placeholder fee which will be returned upon attendance at program.

Contact Hours: Will be provided

MNA Contact: Theresa Yannyty, 781-830-5727

Advanced Cardiac Life Support (ACLS): Certification and Recertification

Description: This AHA course will provide information on the clinical management of medical emergencies through a case study approach. This is a two-day certification and a one-day recertification course. *This challenging course is best suited for nurses working in acute or critical care areas. Attendees must be proficient in dysrhythmia interpretation.*

Presenters: Carol Mallia, MSN, RN; Mary Sue Howlett, PhD, RN/FNP-BC, CEN; Charlene L. Verga, MSN, RN, CEN, LNC; other instructors for the clinical sessions

Dates: Tuesday, August 4 and Tuesday, August 11, 2020 (Certification)
Tuesday, August 11, 2020 (Recertification only)

Time: 8:30 – 9 a.m., Registration
9 a.m. – 5 p.m., Program (light lunch provided for both days)

Location: MNA Headquarters, 340 Turnpike St., Canton, MA

Fee: Certification: MNA Members/Associate Members, free*; Non-Member, \$250. Recertification: MNA Members/Associate Members, free*; Non-Member, \$195

***Requires \$100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of \$50 for the workbook.**

Contact Hours: Contact hours will **NOT** be awarded for this program.

MNA Contact: Liz Chmielinski, 781-830-5719

MNA Headquarters Course Registration: Visit <https://www.massnurses.org/CEregistration>; see instructions on pg. 7 if you need help with online registration. Downloaded/printable registration forms also available via same link; forms can then be mailed in.

Certification & Training Opportunities for 2020

The Crisis Prevention Institute (CPI) provides nonviolent crisis intervention training designed to teach evidence-based strategies for coping with potentially volatile situations and disruptive behaviors. Participants learn how to identify at-risk individuals and use nonverbal and verbal techniques to defuse hostile or belligerent behavior.

In the Spring of 2020 the MNA will begin offering a series of CPI trainings. Each participant will be exposed to the philosophy of care, welfare and security that provide the framework for CPI training. Upon successful completion of the training, members will be given a "blue card" which demonstrates their certification in the verbal de-escalation techniques that have been the foundation of CPI training for more than forty years.

Please watch the MNA website for dates, times and locations of a training in your area.

REGIONAL REGISTRATION

Registration Directions: Registration will be processed on a space available basis. All programs are free to members; however, there is a placeholder fee of \$25 for all evening programs and \$50 for all full day programs. This fee will be returned upon attendance at the program. Program fees for non-members are \$95 for evening programs and \$195 for all full day programs. If registrants do not attend the program or call to cancel, the fee will NOT be refunded. Please submit a **separate check for each program** and mail to the appropriate Region office. If registering for programs in more than one region, please duplicate the registration form or download from www.massnurses.org and submit registration forms to the appropriate Region offices with the specified fee.

Payment: Payment may be made by mailing a **separate check for each course** to the appropriate Region office. At this time Region offices

are unable to process credit card information for this purpose. Thank you for your understanding on this matter.

Program Cancellation: MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA Region office registration contact telephone number to determine whether a program will run as originally scheduled. Registration fee will be reimbursed for all cancelled programs.

Contact Hours: Contact hours will be awarded by the Massachusetts Nurses Association for all programs.

To successfully complete a program and receive contact hours or a certificate of attendance, you must: (1) sign in; (2) be present for the entire time period of the program; and (3) complete and submit the program evaluation.

The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Chemical Sensitivity: Scents and fragrances may trigger responses in those with chemical sensitivities. Please avoid wearing scented personal products when attending MNA continuing education programs.

Disability Help: Please contact the MNA Region office with any questions about special needs accessibility.

Now Available  **Online registration for all CE courses at <https://www.massnurses.org/CEregistration>**

Please print. Mail this completed form along with a separate check for each course to appropriate region. Please make copies of this form for courses at multiple regions or download this brochure at www.massnurses.org/CEregistration.

Name: _____ Phone: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

Place of Employment _____

_____ RN _____ LPN _____ APN _____ Other (specify) _____

Region 1 Make check payable to: MNA Region 1 Office and mail to MNA Region 1 Office, 241 King Street, Suite 226, Northampton, MA 01060.

- Migraine: Enhance Your Nursing Knowledge** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Current Trends and Updates in the Care of Behavioral Health Patients** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.
- The ABCs of Cardiac Medications** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Region 2 Make check payable to: MNA Region 2 Office and mail to MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604.

- Parkinson's Disease: A Nursing Perspective** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- The ABCs of Cardiac Medications** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Old Vices, New Devices: Vaping 101** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Region 3 Make check payable to: MNA Region 3 Office and mail to MNA Region 3 Office, PO Box 1363, Sandwich, MA 02563.

- Understanding PTSD: Assessment, Intervention, and Referral Skills for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Migraine: Enhance Your Nursing Knowledge** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Conflict Resolution in the Workplace** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Region 4 Make check payable to: MNA Region 4 Office and mail to MNA Region 4 Office, 50 Salem Street, Building A, Lynnfield, MA 01940.

- Something in the Air: What's new in Electronic Nicotine Delivery Devices** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Migraine: Enhance Your Nursing Knowledge** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- The Growing Use of Antidepressant Medications: A Global Update** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Region 5 Make check payable to: MNA Region 5 Office and mail to MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021.

- Migraine: Enhance Your Nursing Knowledge** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- The Complexity of the Endocannabinoid System and Understanding Cannabis (Medical Marijuana) Treatment** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Nursing Considerations in Preparing for the Crisis in Healthcare Violence** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

MNA HEADQUARTERS REGISTRATION

Registration Directions: Registration will be processed on a space available basis. All programs are free to members; however, there is a placeholder fee of \$25 for all evening programs and \$50 for all full day programs (except for ACLS). This fee will be returned upon attendance at the program. Program fees for non-members are \$95 for evening programs and \$195 for all full day programs (except for ACLS). If registrants do not attend the program or call to cancel, the fee will NOT be refunded.

For courses offered at MNA headquarters, registration/payment of fee is available online. Visit our website at www.massnurses.org and register for the course of your choice from our Events Calendar.

Payment: Payment may be made with a Master Card, Visa, Discover or AMEX by calling the MNA contact person listed or by mailing a **separate check for each program** to the MNA, 340 Turnpike Street, Canton, MA 02021.

Program Cancellation: MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA at 781-821-4625 or 800-882-2056 to determine whether a program will run as originally scheduled. Registration fee will be reimbursed for all cancelled programs.

Contact Hours: Contact hours will be awarded by the Massachusetts Nurses Association for all programs except for ACLS certification.

To successfully complete a program and receive contact hours or a certificate of attendance, you must: (1) sign in; (2) be present for the entire time period of the program; and (3) complete and submit the program evaluation.

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Chemical Sensitivity: Scents and fragrances may trigger responses in those with chemical sensitivities. Please avoid wearing scented personal products when attending MNA continuing education programs.

Disability Help: Please contact the MNA Division of Nursing with any questions about special needs accessibility.

Now Available  **Online registration for all CE courses at <https://www.massnurses.org/CEregistration>**

Due to heavy traffic volume on major roadways, please allow extra travel time.

Directions to MNA Headquarters

From Logan International Airport: Take the Ted Williams Tunnel. Follow signs to I-93 S/ SOUTHEAST EXPRESSWAY. Stay on I-93 S for approximately 15 miles. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From Boston: Take I-93 S/ SOUTHEAST EXPRESSWAY. Stay on I-93 S to EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From Cape Cod/South Shore: Take RT-3 N. Merge onto US-1 S/ I-93 S via exit number 20 on the left toward I-95/ DEDHAM. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From the North: Take I-95 S/ RT-128 S to I-93 N/ US-1 N. You will see a sign reading "I-93 N to BRAINTREE/ CAPE COD." Continue onto I-93 N/ US-1 N for 1.2 miles. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From the West: Take Mass. Pike East to I-95 S/ RT-128 S. Take I-95 S/ RT-128 S to I-93 N/ US-1 N. You will see a sign reading "I-93 N to BRAINTREE/ CAPE COD." Continue onto I-93 N/ US-1 N for 1.2 miles. Take EXIT 2A/ RT-138 S/ STOUGHTON. Follow directions from RT-138 below.

From RT-138 (Turnpike Street): Drive approximately 2 miles (you will pass through two traffic lights). Take a left at the billboard which reads 320-348 Turnpike Street. Follow the road, which curves to the right. You will see the brick Massachusetts Nurses Association building. The MNA is on the second floor.



Please print. You may make copies of this form or download this brochure at www.massnurses.org/CEregistration.

Name: _____ Phone: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

Place of Employment: _____

_____ RN _____ LPN _____ APN _____ Other (specify) _____

Please mail this completed form with check made payable to MNA at: Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

Payment may also be made by: VISA MasterCard American Express Discover

Account #: _____ Expiration Date: _____ Security code: _____

For Credit Card registrations you may fax this form to: 781-821-4445; please call to verify receipt, 781-821-4625.

For office use only: Chg code: _____ Amt: _____ Date: _____ Ck#: _____ Ck.Date: _____ Init: _____

ACLS Certification and Recertification Certification: MNA Member/Associate Member, \$50 non-refundable cost for workbook; Non-member, \$250*
Recertification: MNA Member/Associate Member, \$50 non-refundable cost for workbook; Non-member, \$195* *Requires \$100 placeholder fee which will be returned upon attendance.

Please check one box: April 23 and April 30 (Certification) April 30 (Recertification only)

Considerations in the Risk Factors and Dangers of Vaping Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Strategies for Addressing the Drug Crisis Epidemic: What Nurses Should Know Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

ACLS Certification and Recertification Certification: MNA Member/Associate Member, \$50 non-refundable cost for workbook; Non-member, \$250*
Recertification: MNA Member/Associate Member, \$50 non-refundable cost for workbook; Non-member, \$195* *Requires \$100 placeholder fee which will be returned upon attendance.

Please check one box: August 4 and August 11 (Certification) August 11 (Recertification only)

Unsafe Staffing is Scary: News from Western Mass.

MNA nurses at Mercy Medical Center in Springfield and Providence Behavioral Health Hospital in Holyoke celebrated Halloween by handing out candy, MNA pens, and lanyards and donning stickers reminding management that “Unsafe Staffing is Scary.”



The action was taken in part because of changes and cuts made to ancillary staff which can also exasperate already tight staffing. That seemed to be evidenced in a recent article in the Springfield Republican (Nov 8, 2019, “Four Western Mass., 2 Boston hospitals get ‘A’ grades for patient safety”), which noted Mercy Medical Center received a ‘C’ grade by the Washington-based Leapfrog Group. The article also stated that one of the “lowest scores for Mercy, part of the Trinity Health of New England, was in the ‘enough qualified nurses’ category, in which its hospital score was 70.59 with 100.00 listed as best hospital’s score in the category and 97.91 as the average hospital score and 0.00 as the worst hospital score.”

Most members at both facilities participated in the job action, but some at Mercy were told they could not wear the stickers in violation of our members’ Section 7 rights to engage in concerted collective activity. As a result, unfair labor practice charges were filed and are in process. We look forward to the Board investigating the charges. ■



Unit 7 members took a moment at the MNA’s annual convention to pose with their friend and colleague Paul Corkhum and to congratulate him on his recent retirement from the Chelsea Soldiers’ Home.



Nurses from Good Samaritan Medical Center and Signature Brockton Hospital, MNA President Donna Kelly-Williams, and MNA staff met with Brockton-area legislators in December to discuss nurses’ concerns about the safety of maternity care at the two hospitals and throughout the region following the closure of Morton Hospital’s maternity unit and the very recent closure of the maternity unit at Tobey Hospital (see pg. 11). The region has been characterized as a “maternity desert” as the loss of local services is causing overcrowding in the remaining maternity units, as well as a lack of access to care for mothers throughout the Southeast region. The legislators were responsive to their concerns and committed to supporting their efforts to address the crisis. Shown here in a group photo with MNA members are Shaynah Barnes, legislative aide to Congressman Stephen Lynch; Rep. Gerry Cassidy; Rep. Claire Cronin; Sen. Mike Brady; and Rep. Michelle duBois.



The MNA was out in full force in early December at a rally for striking members of the Harvard Grad Student Union. “Harvard is so involved in medical research, and we give the greatest care in the world to patients that come to seek care here and in Massachusetts, and we’re not taking care of our own,” MNA President and RN Donna Kelly-Williams said. “What kind of a message is that?”



Nurses and healthcare professionals who work in the emergency room at Morton Hospital in Taunton got together for a photobooth picture during a recent staff appreciation day that the MNA held for all staff members.

15th annual



Clinical Nursing Conference

May 1, 2020

Four Points by Sheraton - Norwood
1125 Boston-Providence Turnpike
Norwood, MA

FREE
to MNA members
Enrollment limited
to 750!



Schedule

7 – 8 a.m. Registration & Continental Breakfast

8 – 8:30 a.m. Welcome and Opening Remarks

Donna Kelly-Williams, RN, President of the MNA

8:30 – 10 a.m. Keynote Address

Drug Story Theater

Dr. Joseph Shrand

Drug Story Theater is an innovative, evidence-based, peer-to-peer treatment and prevention program. Surveys show that after seeing this 40-minute play, the audience overwhelmingly believes marijuana is addictive, and that drugs and alcohol have an adverse effect on relationships and the ability to succeed in school. In the talk back portion of a show, one of the main points Dr. Joseph Shrand (the creator of Drug Story Theater and a leading expert in adolescent addiction) addresses is how marijuana is a gateway drug to opioids.

10 – 10:15 a.m. Break

10:15 – 11:45 a.m. Concurrent Sessions:

Celiac Disease & Non-Celiac Gluten Sensitivity: What Does it All Mean for the Nurse?

Laurie Higgins, MS, RD, LDN, CDE

Celiac disease is an autoimmune disease that impacts genetically predisposed persons to a lifetime of dietary challenges. The Celiac Foundation (2019) estimates that 1 in 100 persons worldwide are living with celiac disease. This program will describe the pathology of celiac disease, common signs and symptoms and nursing considerations related to the care and management of celiac disease in persons living with this chronic illness.

The Diet Debacle-Unravel the Myths

Nicole Frank-Maslar, RDN, LDN

Health care consumers are overwhelmed by a variety of nutrition and dietary trends that are advertised on television and social media platforms. This information is often confusing for patients who are struggling with limited knowledge and financial resources to allow them to make healthy food choices. A Registered Dietitian will provide evidence-based information allowing nurses to help their patients decrease disease risk and improve disease states. Educating patients about the most popular dietary trends will also be discussed.

Cosmetic and Plastic Surgery

Edward Malin, MD

This program will explore the latest options in cosmetic surgery. The advances of plastic surgery and the related nursing implications will be described. Program will conclude with a discussion of the specific patient considerations for surgical options.

Weather or not: How the environment impacts patient care and what you need to know

Joseph S. Blansfield, MS, NP, TCRN

This session will address the impact of weather extremes (heat and cold) on the human body and key elements of nursing assessment and intervention. Considerations of the unique environmental challenges created for nurses in both planning for and providing care in disasters such as floods, hurricanes/tornados, and the volcanos will be discussed, including the myth vs. fact of lunar cycle and human behavior.

11:45 a.m. – 12:45 p.m. Lunch

12:45 – 2:15 p.m. Concurrent Sessions:

Nursing Care for Patients Undergoing Revision and Secondary Bariatric Surgery

Renee Waite, RNFA

This program will discuss the selection process for revision and secondary bariatric surgery. The risk and benefits, both short-term and long-term, will be explored. Key patient educational needs will be described for this population.

Migraine: Enhance Your Nursing Knowledge

Vincent M. Vacca, Jr., MSN, RN

A migraine is a chronic disorder that presents significant challenges due to its unpredictable onset, episodic pattern, intensity, and duration. In addition to intense headaches that can last from four to 72 hours, migraines can also be associated with nausea, vomiting, photophobia, and phonophobia. This talk will focus on "classic" migraines but will also touch on migraine variants such as hemiplegic migraine, retinal migraine, and abdominal migraine.

Music Therapy and Medicine: Harmony in Healing

Channing Shippen, MA, MT-BC

An introduction to the field of music therapy and its applications in today's medical facilities. Learn how music therapy works together with nursing and care teams to provide collaborative care, increasing patient compliance, alleviating patient experiences of anxiety and pain, and providing caregiver support.

DPH Characterization of the Patterns of Use, Methods of Consumption and Types of Cannabis Products Used by Consumers in Massachusetts

Marc A. Nascarella, MS, PhD, CPH

This session will address the work at DPH to evaluate the various types of medical marijuana products, patterns of use, methods of consumption, and some general perceptions of marijuana. DPH Marijuana Baseline Health Study findings related to impaired driving and hospitalization related to marijuana use, as well as economic and fiscal aspects of the industry will also be discussed.

2:30 – 4 p.m. Closing Session

The Crazy Game: Understanding the Complexities of Addiction and Mental Health and the Impact on the Family

Clint and Joanie Malarchuk

Former NHL Goalie Clint Malarchuk opens up about his struggles with mental illness, depression, suicide and recovery in this raw and emotional talk. Malarchuk is most notably known for an on-ice accident while tending the goal for the Buffalo Sabers. Clint's jugular vein was severed by a skate and he almost died on the ice. Following the accident, Clint lived with severe Post Traumatic Stress Disorder and depression; he later survived a suicide attempt that finally led him to treatment and recovery. Clint's book *The Crazy Game: How I Survived the Crease and Beyond* was just the beginning of his Mental Health Advocacy and charity work. Clint and his wife Joanie speak around North America on mental health, PTSD, depression, suicide, and his personal struggles with mental illness and how it affects an individual and the family.

4 – 4:15 p.m. Evaluations and Closing Remarks

For online registrations go to www.massnurses.org and click on **Nursing Resources** then **Continuing Education**.

Massachusetts Nurses Association

Full member (75 percent) of applicable dues rate

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 nurse 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 for Minimum Hours Reduced Dues Category

Please print clearly and application needs to be received by April 1 to the Membership Division of MNA

Name _____ Phone _____

Address _____

City _____ State _____ Zip _____

at the following MNA facility(s) of employment for the year of application (*list each MNA facility separately*):

1. _____
2. _____
3. _____

Signed _____

Date _____

Personal Email Address: _____

Eligibility for the Reduction is verified by MNA with each Employer Confirmation of receipt of this application will be emailed to your MNA email account within 72 hours of receipt.

MNA will set up your email to be forwarded to your home email.

Contact Division of Membership, 781-821-4625, if you need assistance accessing your member email.



Massachusetts
Nurses
Association

**Safe Limits
Save Lives**

Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

Fax: 781-821-4445 • Email: membership@mnarn.org

Call for Nomination/Consent to Serve for the 2020 MNA General & NENA Delegate Elections

I am interested in active participation in:

MNA General and NENA Delegate Election

- | | |
|---|--|
| <input type="checkbox"/> President, Labor*, 1 for 3 years | <input type="checkbox"/> Labor Program*, (1 for 3 years) [non-RN] |
| <input type="checkbox"/> Secretary, Labor*, 1 for 3 years | <input type="checkbox"/> Nominations Committee, (5 for 3 years) [1 per region] |
| <input type="checkbox"/> Director, Labor*, (5 for three years) [1 per Region] | <input type="checkbox"/> Bylaws Committee, (5 for 3 years) |
| <input type="checkbox"/> Director At-Large, General*, (3 for 3 years) | <input type="checkbox"/> NENA Delegate, Labor (9 for 3 years term) |
| <input type="checkbox"/> Director At-Large, Labor*, (4 for 3 years) | |

*"General" means an MNA member in good standing and does not have to be a member of the labor program. "Labor" means an MNA member in good standing who is also a collective bargaining unit member. "Labor Program Member" means a non-RN health care professional who is a member in good standing of the labor program.

Please type or print - Do not abbreviate

Name & credentials _____
(as you wish them to appear in candidate biography)

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

Present or Past MNA Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.) Past 5 years only.

MNA Offices	Regional Council Offices

Candidates may submit an **emailed** statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be in particular to the position which you seek. This statement will be used in the candidate biography and published on the Massachusetts Nurses Association website. Statements, if used, must be emailed to **mnaelections@mnarn.org**, subject: elections-no later than May 29, 2020.

Signature of Member

Signature of Nominator (leave blank if self-nomination)

Received Deadline: All nominations/consent forms and candidate statements must be received by 4:30 p.m. on May 29, 2020.

**Return To: Nominations and Elections Committee
Massachusetts Nurses Association
340 Turnpike Street, Canton, MA 02021
fax: 781-821-4445/ email: mnaelections@mnarn.org**

- Application must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee. Candidate statements must be emailed to mnaelections@mnarn.org.
- If you need assistance accessing your MNA webmail contact jmarshall@mnarn.org.
- Acknowledgment of receipt of your submission will be emailed to your **MNA** webmail account within 48 hours of receipt.
- Retain a copy of this form for your records.
- Form also available on MNA Web site: www.massnurses.org, under applications and forms.





Nurses from Brigham and Women's Hospital, St. Vincent Hospital in Worcester, and Cambridge Health Alliance, along with MNA president Donna Kelly-Williams, walked the picket line with striking Dedham educators back in October. The educator's solidarity and brave move to strike earned them a solid union contract shortly after this photo was taken.



MNAers and Nashoba Valley Medical Center nurses during a break from one of the many CE classes that was offered at this year's annual convention at the MGM casino in Springfield. Attendees use some of their downtime (left) to shop at one of the vendor tables that lined the hallways.

Showing support for members of the Chicago Teachers Union, who were on strike during the MNA's annual convention in October.



The MNASM to EUROPE & BEYOND Traveler 2020

in collaboration with



Prices include airfare and Departure Taxes & Fees



Grand Tour of Sardinia - March 12 – 20th, 2020: Priced at \$3179 per person (which will be reduced if the group size is over 30 passengers)



Calabria/Puglia, Italy –September 18 - 27, 2020: Priced at \$3319 per person (which will be reduced if the group size is over 30 passengers)



Boston to Bermuda Cruise on the Norwegian Cruise line, Gem, May 22 – 29, 2020: Prices start at \$1299 per person and includes your choice of one booking incentive (such as Ultimate Beverage Package, Specialty Dining Package, Free Wi-Fi or Excursion credit)



Christmas Markets on the Danube River Cruise aboard AMA Waterway's Serena - December 3 - 11, 2020: Prices start at \$4239 per person

The Europe trips include air from Boston, transfers, hotel, all tours and most meals. The Bermuda Cruise departs Boston Black Falcon Terminal. A fabulous value! Space fills fast, reserve early. *Prices listed are per person, double occupancy based on *check* purchase. Applicable departure taxes **are** included in the listed prices (subject to change). Credit card purchase price is slightly higher than listed price. For more information on these great vacations and/or to sign up to receive email notifications of specials and yearly program flyers, contact Carol Mallia at cmallia@mnarn.org with your mailing and email address. **Text "TRAVELFUN" to #42828.**

Welcome to the Family!

Congratulations to the healthcare professionals at Boston VNA who recently won their election to unionize with the MNA by an overwhelming 88%. They are now MNA union members alongside their nurse colleagues at Boston VNA and have elected both their leadership and negotiating committees. Next up: Negotiate their first contract! If you are a healthcare professional who is interested in unionizing with the MNA, call 781-821-4625 and ask to speak with the organizing division. We can answer all your questions and provide you with every tool and resource you need to make this important change in both your workplace and your life. ■



Six Questions For Registered Nurses



Have you experienced any of the following?

- Has your staffing gotten worse instead of better?
- Are you caring for too many patients at one time?
- Do you have time to take care of your patients' needs?
- Is your hospital putting profits over safe patient care?
- Has your hospital merged into a bigger corporation?
Are services being cut?

Collective bargaining in today's health care environment is about more than just wages and benefits. It is about patient advocacy, protecting nursing practice, safe staffing levels, and ensuring a safe and healthy work environment for registered nurses and health care professionals.

*To talk with someone from the MNA, please call **781-821-4625** and ask to speak with an organizer or leave a message in the general mailbox. Your call will be promptly returned and will be kept confidential.*

SAVE *the* DATE

Wednesday, March 18—Thursday, March 19, 2020

Four Points by Sheraton Hotel, Norwood

Celebrating the **100th**
Anniversary of Women's Suffrage



- **3/18/20**: In the evening, a viewing of “With Babies and Banners,” which highlights the role of the Women’s Auxiliary Brigade during the Flint Sit-Down Strike of 1937. Following the film there will be a labor trivia contest.
- **3/19/20**: Please join us for a day filled with learning and celebrating 100 years of women in the labor movement, the voting booth, and creating change in the world through organizing and activism.

Registration details to follow. Check www.massnurses.org for updates.

Further questions can be directed to Donna Olson at 781-830-5794.