They Did It!
Brigham RNs Ratify Winning Contract

See page 2 for important news about our affiliation with the NNU
MNA Casts Vote to Leave NNU, Focus Resources on Winning Ballot Initiative for Safe Patient Limits in ALL Units

As a founding member of National Nurses United (NNU), the MNA has always supported and believed in the need for a strong national union by and for nurses. Our membership in the NNU has, in a number of ways, provided our members with a strong national voice. However, our first priority — and the one priority overwhelmingly supported by our membership for more than a decade — has been the need to establish safe patient limits here in Massachusetts.

In response to the continued deterioration in patient care conditions in Massachusetts hospitals, as well as the Legislature’s failure once again to act on legislation establishing safe patient limits for nurses working in all hospital units beyond ICUs, the MNA’s board of directors voted unanimously in July to leave the NNU and to use those resources to support passage of a ballot initiative in 2018 to ensure safe patient care conditions for our members and our patients.

In 2014, the MNA led the fight to pass a ballot initiative to set safe patient limits for nurses, which ultimately resulted in a decision to accept an initial compromise that established groundbreaking patient limits for nurses working in hospital ICUs. We did so with the commitment that we would move to establish safe patient limits for all hospital units in the legislative session ending on July 31, with the option of pursuing another ballot initiative should the Legislature fail to act.

The measure has now been sent to study by the Legislature, rendering it dead for this session. The MNA board has carefully reviewed our options and has determined it would take significant financial resources to move a ballot initiative and overcome what we expect would be a multi-million dollar ad campaign by the hospital industry to convince voters to oppose safe patient limits. The board determined that the best option for our membership would be to leave the NNU and to use those national dues to support our local campaign to win this initiative.

In addition to fulfilling our members’ calls for safe staffing, the decision to leave the NNU has also been spurred by recent decisions by the NNU board that could threaten the autonomy of the MNA. In creating the Consolidation and Affiliation (C&A) document to join the NNU, the MNA was careful to include clear provisions in that legally binding agreement that reflected issues of importance on how the national would function and would ensure the MNA could leave the national at any point with a vote by its board of directors, which can then be validated or reversed by the membership at an annual or special business meeting.

Last year, we became concerned when members of the NNU executive board passed a motion over our objections that the C&A was no longer valid and that the NNU Constitution, overseen by the NNU executive board, was the controlling document governing our participation in the national. This puts a number of provisions, including the ability for the MNA to withdraw, at risk. These provisions were the basis of our members’ agreement to affiliate with the NNU.

In response to the motion by the NNU executive board, the MNA filed suit in federal court to ensure that our rights under the original founding documents were upheld. The case was administratively closed because the judge felt the MNA had not suffered any material harm at this point as a result of the NNU board’s motion. However, the judge did leave the door open to further consideration of this case in the future. With the ultimate outcome of this case still up in the air, the MNA board feels it is in the best interest of the membership to exercise our rights to leave now. The full C&A document, the judge’s ruling on our lawsuit, and the MNA member policy on disaffiliation can be viewed by visiting the “myMNA” section at massnurses.org.

In the meantime, other nursing associations affiliated with the NNU, including the Michigan Nurses Association, the Pennsylvania Nurses and Allied Professionals (PASNAP), and the nurses with Washington D.C. Nurses Association, have all expressed similar concerns. In fact, PASNAP is no longer a part of NNU and the Michigan Nurses Association disaffiliated from the NNU earlier this year.

In light of these developments, and in keeping with our overriding commitment to ensure both safe patient limits for nurses and the continued autonomy of the MNA, the MNA board cast its unanimous vote to leave NNU. We understand this is an important decision and we encourage members to come to our business meeting on Oct. 13 to discuss this important measure. In the meantime, the board has scheduled “telephone town meetings” for Thursday, August 18 and Thursday, Sept. 15, at 5:30 p.m. where you can learn more about this issue and ask questions about this decision. Expect a call from the MNA at those times, at which point you can choose to join the call.

We look forward to hearing from you, and to seeing you on Oct. 13 at the business meeting. You can also visit massnurses.org for more information.
Brigham Nurses Ratify New Collective Bargaining Agreement

On July 20, the 3,300 MNA nurses at Brigham and Women’s Hospital ratified a new contract with the hospital that protects safe patient care, enhances hospital security, successfully fights off attempts to implement non-union benefits for new nurses, and includes a fair wage increase.

“This is a huge victory for Brigham patients and the practice of nursing. The ultimate credit for this settlement goes to the 3,300 MNA nurses of Brigham & Women’s Hospital,” said Trish Powers, RN OR staff nurse and chair of the MNA BWH bargaining unit. “Brigham nurses stood together and were ready to hold a historic one-day strike for their patients, for our community, and for the Brigham Way of excellent and safe patient care.”

“We are especially proud to have significantly improved security at the hospital for everyone,” Powers said. “Security was our top priority entering negotiations and we prevailed through hard-work, determination, and the unity of 3,300 nurses.”

The agreement averted a one-day strike scheduled for June 27 that would have been the largest in Massachusetts history and the first in Boston in 30 years. Brigham nurses had planned to strike for 24 hours to ensure that safe patient care and Brigham nurses are valued more than the profits of BWH/Partners HealthCare.

MNA/Brigham nurses achieved major safe patient care victories through a months-long, concerted effort by well-organized staff nurses. Brigham nurses built up intense pressure on BWH/Partners to value patients over profits, starting publicly in May with a picket of more than 1,000 nurses and supporters.

While continuing to negotiate a new contract with the hospital, the 17-member elected nurse bargaining committee walked the halls of the hospital, talking to nearly all of the 3,300 Brigham nurses about their concerns and their willingness to stand up for their patients and profession by voting for a one-day strike. The resulting vote, on June 13, was the largest and most successful nurse strike vote in Massachusetts history.

“We are by far most proud of our success in standing up for our patients,” said Kelly Morgan, a labor and delivery RN and vice chair of the MNA BWH bargaining unit. “Of course, the ultimate way to ensure excellent and safe patient care is maintaining quality core nurse staffing throughout the hospital, but this agreement is a positive step. The research on nurse staffing is irrefutable. When nurses spend more time with their patients, providing specialized care and education, those patients do better and are less likely to require re-admission to the hospital.”

Safe Staffing/NICU Alarms

The hospital agreed to restore core nurse staffing levels to December 2015 levels, with flexibility depending on patient volume, acuity and other factors. A reduction in nurse staffing earlier this year jeopardized the safe care of some of the hospital’s sickest patients, including patients in the thoracic step-down unit on the 11th floor of the hospital who have undergone lung transplants, heated chemotherapy, and other serious procedures. They require constant, vigilant nursing care.

The hospital also agreed that mobile alarm devices planned for the NICU and devices with similar capabilities in other units would only be implemented after negotiations with and agreement of MNA/Brigham nurses. Nurses have significant concerns about these devices, including potentially dangerous delays in patient care due to alarms bouncing between nurses.

Security

Brigham nurses were forced to bring improved security to the bargaining table last fall following the tragic shooting death of a Brigham doctor. Nurses were also being assaulted at high rates throughout the hospital. Unfortunately, the hospital was not working with the nurses to consider and implement their security proposals, so they turned to contract negotiations and received assistance from the federal Occupational Health and Safety Administration (OSHA).

OSHA sent two hazard letters to the hospital about security concerns and nurses delivered their message about hospital safety to the press and to lawmakers on Beacon Hill. The hospital ultimately agreed to a lengthy list of security improvements proposed by Brigham nurses, and has spent more than $2 million making the hospital more secure.

Significant security items included in the tentative agreement and/or improvements already made or pledged by the hospital:

- Improved access control at the BWH main campus and the Shapiro building
- Signs at all hospital entrances notify entrants that weapons are prohibited and video surveillance is in effect
- New weapons and ankle bracelet policies
- Additional panic alarms installed, with training for staff and regular testing
- Staff training to include online, live discussion and/or mock drills in areas such as personal safety, self-defense, security awareness, active shooter, threat assessment, de-escalation, SAFE response, Code Gray and/or crisis protocols
- Nurses affected by workplace violence will be contacted by supervisors as soon as reasonably possible and the hospital will assist nurses who have experienced a security incident in receiving reasonable medical attention and/or psychological care

Continued on next page
• On request, the hospital will be available to meet with MNA representatives to discuss safety and security concerns, subject to patient privacy requirements

Equal Benefits for All Nurses

The hospital agreed to withdraw two proposals that would have fostered a two-tiered, union-busting benefit system: flex insurance and benefit time.

Flex insurance is a hospital-controlled health insurance program not subject to collective bargaining. Six years ago, the hospital lured nurses in with low rates and then part-time nurses saw their premiums double to quadruple in just one year.

Benefit time provides eight fewer days off per year than the traditional time-off system. It also takes away nurses’ choice on when and how to use different types of time off and forces them to use days they may not have otherwise used when taking time off under the Family and Medical Leave Act.

Wages

• Effective Oct. 4, 2015: A new step added to the top of scale that is 1.25 percent above existing top step
• Effective Oct. 2, 2016: A 1 percent across-the-board increase
• Effective Oct. 1, 2017: an additional 1.25 percent added to the new top step, as well as a 1 percent across-the-board increase

The three-year contract, if ratified by the full MNA/Brigham nurse membership, will have a start date of Oct. 1, 2015. The contract will expire Sept. 30, 2018. The deal was reached late Saturday, June 25 after 10 months and 23 negotiating sessions. Bargaining included the participation of a federal mediator. A vote of the full membership has yet to be scheduled.

Lawrence General Hospital RNs Ratify New Three-Year Agreement

The agreement, which was completed in early June, covers a three-year period starting Oct. 2 of 2015 and continues through October of 2018. Highlights of the agreement include:

A 2.5 percent across-the-board wage increase for all nurses, with a .5 percent increase retroactive to Oct 2015, 1 percent in Oct. 2016 and 1 percent in Oct. 2017. The pact also includes the addition of two new steps to the top of the nurses stepped salary scale, which provides nurses with annual pay increases based on their years of experience. Increases to the weekly allowed benefit time off throughout the hospital, affording nurses expanded opportunities to take time off particularly in the summer months, with many areas realizing more than a 20% increase in the amount of time allocated for summer vacations.

The hospital has agreed to a number of staffing improvements to ensure quality patient care, including the addition of charge nurses with limited patient assignments on nearly every floor. Charge nurses work with and assist other nurses on the floor and coordinate the flow of patients. The hospital has also committed to increase the number of ancillary staff on a number of units. Under the agreement, the union and management will meet on a regular basis to evaluate the staffing changes and patient care needs.

“The nurses at Lawrence General Hospital are pleased with this new contract and look forward to its implementation in the months to come,” said Diane Lee, an operating room nurse at the facility and co-chair of the MNA local bargaining unit for the nurses at the hospital. “We are particularly looking forward to the improvements in staffing promised in the agreement as this is key to our maintaining the high standard of care our patients expect and deserve.”

Nurses at Northeast Hospital Corporation Settle Three-Year Contract

After five months of negotiations, the MNA committee reached a tentative agreement with management on Jun 14. Wins include:

• A three-year, retroactive contract that includes a .5 percent across-the-board (ATB) increase in all three years, and the addition of a new step at the top of the scale. This new top step will phase in over the three years, totaling 3 percent.
• Language guaranteeing all RNs a week off during the summer beginning in 2017
• Increases in tuition reimbursement from 50 to 55 percent for the cost of undergraduate tuition up to $2,000 and the elimination of the $12,000 total annual reimbursement cap on tuition for all eligible members
• Language aimed at limiting charge nurses’ patient assignments
• Moving the PHO Case Managers over to the Quality Case Managers wage scale
• Transition of the Leland RNs onto the NHC wage scale and benefits programs
• Generous language that will give RNs, by unit, three options specific to holiday scheduling on Christmas and New Year’s
• A new per diem category that includes a minimum of four night shifts per time block, with a guarantee of no holidays and all applicable differentials (minus per diem differential)

The committee was also successful in fighting off proposals from management that would have:

• Forced float pool RNs to work every other weekend
• Allowed for cross-campus floating
• Used on-call as a method for staffing the ED at Addison Gilbert
• Expanded call hours in the cardiovascular suite
The election is uncontested. As such, no secret mail ballot election is needed; the secretary will cast a single ballot in September to complete this election cycle.

The following pages are dedicated to supplying you with information about our winter and spring continuing education classes.
Lateral Violence and Bullying in the Workplace

Description: Bullying has psychological, physiological and social effects on the target. Particular behaviors or contexts may exacerbate the victimization. The effects of bullying on the target and practical interventions will be addressed. Please share clinical vignettes from your practice to add to the discussion.

Presenter: Susan Farist Butler, RN, MSN, CS, Ph.D.

Date: October 4, 2016

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

Location: Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077; logcabin-delaney.com

Fee (by check only): Member/Associate Member, free*; Non-member, $95.
*Requires a $25 placeholder fee which will be returned upon attendance.

Contact hours: Will be provided.

Protecting Developing Brains: What Health Care Providers Need to Know About Sport-Related Concussion

Description: Brain injury among children and adolescents is a major public health concern. Although the majority of injuries are considered mild, a proportion of those injured will experience considerable physical, cognitive, educational, social, and emotional consequences. In this program, the focus will be on the diagnosis and management of head injury. Given its prevalence, the major focus of this presentation will be on sport-related concussions.

Presenter: Alex M. Taylor, Psy.D.

Date: November 15, 2016

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

Location: Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077; logcabin-delaney.com

Fee (by check only): Member/Associate Member, free*; Non-member, $95.
*Requires a $25 placeholder fee which will be returned upon attendance.

Contact hours: Will be provided.

Morning Session: Vaccines Across the Lifespan - What Nurses Should Know

Description: This presentation will address part of the spectrum of infectious diseases that are most prevalent in the United States and for which we have immunizations. It will include an overview of epidemiology, as well as a review of the immune system and the vaccines for vaccines across the lifespan will be addressed, as well as controversies regarding the use of vaccines.

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

Date: December 6, 2016

Time: 9 - 9:30 a.m., Registration/Continental Breakfast
9:30 a.m. - 12 p.m., Program
12 - 1 p.m., Lunch

Afternoon Session: Post-Traumatic Stress Disorder: Trauma & Survival

Description: Trauma affects many people and in a variety of different ways. Why do some people seem to be able to cope with seemingly unbearable events, while others define themselves by a single moment? This presentation will look at the ways in which trauma is defined, explore the physiological, psychological and spiritual aspects of trauma, and address treatment modalities, both pharmacologic and interpersonal by which the individual with trauma can be assisted in seeking healing and wholeness. Nursing interventions appropriate for the person experiencing the sequelae of a traumatic event will be included.

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

Time: 1 - 3:30 p.m., Program

Location: Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077; logcabin-delaney.com

Fee (by check only): Member/Associate Member, free*; Non-Member, $195.
*Requires a $50 placeholder fee which will be returned upon attendance.

Contact hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit it to the MNA Region 1 Office, 241 King Street, Suite 226, Northampton, MA 01060. For questions, please contact Region 1 at 413-584-4607 or email region1@mnarn.org.

To register: complete the Regional Registration Form located on page 6 and submit it to the MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604. For questions, please contact Region 2 at 508-756-5800 or email region2@mnarn.org.
Maternal Resuscitation and the Management of Maternal Emergencies

**Description:** Join us to review the normal physiological changes related to pregnancy and how these changes may increase the risk for a cardiac event. Discuss the most probable causes for maternal arrest, assessment strategies to identify critical clinical situations, and modifications or resuscitation required by pregnant and postpartum women. Experience hands-on simulation to practice skills, teamwork and critical thinking with maternal resuscitation scenarios.

**Presenter:** Christine A. Grunewald, RNC-OB, MSN; and Karen Tollick, RN, MSN

**Date:** September 21, 2016

**Time:** 9 - 9:30 a.m., Registration/Continental Breakfast

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, www.trowbridgetavern.com

**Fee (by check only):** Member/Associate Member*, free; Non-Member, $95. *Requires a $50 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Highs and Lows: A Multidimensional Look at Addictions and the Impact on Self, Family, and Society

**Description:** This program will provide a multidimensional look at addictions, including a discussion of the novel “Angel Program” as an alternative to jail; the impact of addiction on a mother and her son; and how an individual with an addictive disorder, who is now in recovery, started experimenting with drugs in high school and his fight to regain control of his life.

**Presenter:** Lt. Patrick Glynn; Joanne Peterson

**Date:** November 16, 2016

**Time:** 5:30 - 7:30 p.m., Program

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, www.trowbridgetavern.com

**Fee (by check only):** Member/Associate Member*, free; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Alzheimer’s Disease and Related Dementia (ADRD): What Nurses Need to Know to Manage Their Acute Care

**Description:** This program will provide the nurse with an overview of dementia/Alzheimer’s and strategies to utilize when working with these patients in an acute care setting.

**Presenter:** Sara Lamb Barnum, MS, RN-BC

**Date:** December 1, 2016

**Time:** 5 - 5:30 p.m., Registration/Dinner

**Location:** Trowbridge Tavern and Canal Club (located behind the hotel), 100 Trowbridge Road, Bourne; 508-743-9000, www.trowbridgetavern.com

**Fee (by check only):** Member/Associate Member*, free; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Regional Council 3, PO Box 1363, Sandwich, MA 02563. For questions, please contact Region 3 at 508-888-5774 or email region3@mnarn.org.

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Gestational Diabetes: The Long Term Effects on Women and Their Children

**Description:** The alarming increase in the prevalence of gestational diabetes (GDM) presents new challenges for nurses. This program will include a discussion of preconception and early pregnancy glycemic control, the immediate risk to pregnancy and the long-term health risks to women with GDM and their children. The important role nurses play in assessing health data and in educating patients will also be discussed.

**Presenter:** Joann Reidy, MSN, MPH, RN

**Date:** September 22, 2016

**Time:** 5 - 6 p.m., Registration/Dinner

**Location:** Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

The Golden Hours for Surviving Sepsis: New Perspectives

**Description:** This presentation will describe the recently updated definitions for sepsis and septic shock and the SOFA (Sequential Organ Failure Assessment) criteria. An improved understanding of sepsis pathophysiology will be reviewed. Case studies will be utilized to highlight the application of these guidelines for bedside clinical assessment and management.

**Presenter:** Carol Daddio Pierce, RN, MS

**Date:** October 25, 2016

**Time:** 5 - 5:55 p.m., Registration/Dinner

**Location:** Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Knee and Hip Surgery Update: Nursing Management

**Description:** This program will address current modalities for knee and hip surgery. Patient assessment, pre and post-operative nursing management and patient rehabilitative needs will be explored. Anticipated future developments will be discussed.

**Presenter:** Nancy Hiltz, RN, MS, OC

**Date:** November 29, 2016

**Time:** 4:45 - 8:30 p.m., Program

**Location:** Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, www.danversport.com

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Regional Council 4, 50 Salem Street, Building A, Lynnfield, MA 01940. For questions, please contact Region 4 at 781-584-8012 or email region4@mnarn.org.
Ethical Implications of Nursing: In The Gray Mist, What Does Ethics Look Like at the Bedside?

**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.

**Presenter:** Anne B. Baker, RN, MTS

**Date:** September 22, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner

**5:30 - 7:45 p.m., Program**

**Location:** (PLEASE NOTE LOCATION CHANGE) MIT Endicott House, 80 Haven Street, Dedham; 781-326-5151; mitendicotthouse.org

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Disorders of the Skin: What Nurses Should Know

**Description:** This program will provide nurses with information about eczema, psoriasis, acne, rashes and the associated diagnosis and treatment of such diseases.

**Presenter:** Ellen McCafferty-O’Connell, GNP, DCNP

**Date:** November 15, 2016

**Time:** 5:30 - 6 p.m., Registration/Light Dinner

**6 - 8:30 p.m., Program**

**Location:** MNA Headquarters, 340 Turnpike Street, Canton; 781-821-8255

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Stepping Beyond the Yellow Tape: Update in Forensics

**Description:** This program will address death investigation and identification to include post-mortem changes, sharp force injuries, gunshot wounds and strangulation. The information in the program will guide nurses to step past the yellow tape and onto the scene with forensic expertise and medical examiner.

**Presenter:** Dr. Jennifer Hammers, DO

**Date:** December 6, 2016

**Time:** 8:30 - 9 a.m., Registration

**9 a.m. - 3:30 p.m., Program; light lunch provided**

**Location:** MNA Headquarters, 340 Turnpike Street, Canton; 781-821-8255

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $195. *Requires $50 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

Alzheimer’s Disease and Related Dementia (ADRD): What Nurses Need to Know to Manage Their Acute Care

**Description:** This program will provide the nurse with an overview of dementia/Alzheimer’s and strategies to utilize when working with these patients in an acute care setting.

**Presenter:** Sara Lamb Barnum, MS, RN-BC

**Date:** September 14, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner

**5:30 - 7:45 p.m., Program**

**Location:** MNA Headquarters, 340 Turnpike Street, Canton

**Fee (by check only):** Member/Associate Member, free*; Non-Member, $95. *Requires a $25 placeholder fee which will be returned upon attendance.

**Contact Hours:** Will be provided.

**MNA Contact:** Liz Chmielinski, 781-830-5719

Basic Dysrhythmia Interpretation

**Description:** This two-part course is designed for registered nurses working with cardiac monitoring. Implications and clinical management of cardiac dysrhythmias will be discussed. The course will include a text book and require study between the sessions.

**Presenters:** Mary Sue Howlett, PhD(c), RN/FNP-BC, CEN

Carol Mallia, MSN, RN

**Dates:** September 23, 2016 (Part One)

**Time:** 8:30 - 9 a.m., Registration

**9 a.m. - 3 p.m., Program; light lunch provided**

**Location:** MNA Headquarters, 340 Turnpike Street, Canton

**Fee:** Member/Associate Member, free*; Non-Member, $195. *Requires a $50 placeholder fee which will be returned upon attendance. **There is a non-refundable fee of $30 for workbook and calipers.**

**Contact Hours:** Will be provided.

**MNA Contact:** Theresa Yannetty, 781-830-5727

A Twig of Hope: Surviving Life Altering Incidents through Love, Determination and Advocacy

**Description:** This program will focus on how a single mother of five was able to help her 22-year-old son recover from a devastating car accident that left him fighting for his life. It will also highlight how two local support/advocacy organizations, “Helping Hands” and “Monkey Helpers for the Disabled,” have assisted in her family’s recovery and continued healing.

**Presenter:** Ellen Rogers

**Date:** October 18, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner

**5:30 - 7:30 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.

**Contact Hours:** Will be provided.

**MNA Contact:** Susan Clish, 781-830-5723

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021. For questions, please contact Region 5 at 781-821-8255 or email region5@mnarn.org.

MNA Headquarters: Complete the MNA Headquarters Registration Form located on Page 7 or register online at massnurses.org. Credit card payment is available for CE courses offered at 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(c), RN/ FNP-BC, CEN; Charlene L. Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

**Dates:** October 20 and October 27, 2016 (certification)
October 27, 2016 (recertification only)

**Time:** 8:30 - 9 a.m., Registration
9 a.m. - 5 p.m., Program (light lunch provided)

**Location:** MNA Headquarters, 340 Turnpike Street, Canton

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

*Requires $100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of $35 for the workbook.

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

**MNA Contact:** Liz Chmielinski, 781-830-5723

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The Nursing Role in Organ Donation

**Description:** Critical care nurses play a key role in organ donation, and they have the unique opportunity to care for both the dying patient and the patient’s family. This experience gives them the chance to improve countless lives through the gifts of organ, tissue, and eye donations. The first and most important job of the critical care nurse in this capacity is to care for the patient and his or her family. Communication is important; the family must have a firm understanding of what is happening to their loved one. Identification and recognition skills of potential donors will be covered to include the specific criteria that the donor must meet for referral.

**Presenter:** Kerri Jones, RN

**Date:** November 16, 2016

**Time:** 5 - 5:30 p.m., Registration/Light Dinner
5:30 - 7:30 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.

**Contact Hours:** Will be provided.

**MNA Contact:** Susan Clish, 781-830-5723

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Recognizing and Supporting a Nurse Colleague with Impaired Practice

This program will discuss the important issue of narcotic diversion. Diversion prevalence, recognition, and methods for prevention will be explored. The best practice standards for safe handling of narcotics will be presented. The program will conclude with information on resources to support a nurse with a substance use problem as well as the nurses role in safeguarding patient care. Contact hours for this activity will be awarded until January 1, 2018.

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Linking Nurses Safety to Patient Safety

The purpose of this program is to provide information on issues of workplace health and safety that affect nurses and other healthcare workers and also affect patient safety and to provide information on resources to improve safety and reduce injuries to both nurses and their patients. Contact hours for this activity will be awarded until June 30, 2017.

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Accepting, Rejecting and Delegating a Work Assignment

The purpose of this activity is to provide a framework for decision making based on the Massachusetts Nurse Practice Act and other regulatory agencies to safeguard patient care. Contact hours will be awarded until March 31, 2018.
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 regional office. At this time regional 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 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 Regional Council Office with any questions about special needs accessibility.

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.

Name: _________________________________________________   Phone: ____________________

Address: _______________________________________________ City: ____________________ State: ____________ Zip: ____________

Place of Employment ______________________ 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.

☐ Lateral Violence and Bullying in the Workplace Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Protecting Developing Brains: What Health Care Providers Need to Know About Sport-Related Concussion Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Vaccines Across the Lifespan • What Nurses Should Know and Post-Traumatic Stress Disorder: Trauma & Survival Non-member: $195 • Member/Associate Member: $50 placeholder fee.

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

☐ Anticoagulation: A Nurse’s Perspective Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Psychiatric Competencies for the Non-Psychiatric Nurse Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ The Medical Complications of Eating Disorders; What Nurses Need to Know Non-member: $95 • Member/Associate Member: $25 placeholder fee.

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

☐ Maternal Resuscitation and the Management of Maternal Emergencies Non-member: $195 • Member/Associate Member: $50 placeholder fee.

☐ Highs and Lows: A Multidimensional Look at Addictions and the Impact on Self, Family, and Society Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Alzheimer’s Disease and Related Dementia (ADRD): What Nurses Need to Know to Manage Their Acute Care Non-member: $95 • Member/Associate Member: $25 placeholder fee.

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

☐ Gestational Diabetes: The Long Term Effects on Women and Their Children Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ The Golden Hours for Surviving Sepsis: New Perspectives Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Knee and Hip Surgery Update: Nursing Management 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, 340 Turnpike Street, Canton, MA 02021.

☐ Ethical Implications of Nursing: In The Gray Mist, What Does Ethics Look Like at the Bedside? Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Disorders of the Skin: What Nurses Should Know Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Stepping Beyond the Yellow Tape: Update in Forensics Non-member: $195 • Member/Associate Member: $50 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 MasterCard, Visa, Discover or American Express 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.

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 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 courses offered at MNA Headquarters.

Go to www.massnurses.org.

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

Directions to MNA Headquarters


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 BRAIN TREE/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.

Name: __________________________________________________________
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: __________

☐ Alzheimer’s Disease and Related Dementia (ADRD): What Nurses Need to Know to Manage Their Acute Care
  Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ Basic Dysrhythmia Interpretation
  Non-member: $195 • Member/Associate Member: $30 non-refundable cost for workbook and caliper, $50 placeholder fee.

☐ A Twig of Hope: Surviving Life Altering Incidents through Love, Determination and Advocacy
  Non-member: $95 • Member/Associate Member: $25 placeholder fee.

☐ ACLS Certification and Recertification
  Certification: MNA Member/Associate Member, $35 non-refundable cost for workbook*; Non-member, $250 Recertification: MNA Member/Associate Member, $35 non-refundable cost for workbook*; Non-member, $195 *Requires $100 placeholder fee which will be returned upon attendance.

☐ The Nursing Role in Organ Donation
  Non-member: $95 • Member/Associate Member: $25 placeholder fee.

MMNA Continuing Education Courses Fall/Winter 2016 11
2016 SPEAKERS

Jim O’Connell, MD is a visionary providing Health Care to the Homeless in Boston. You won’t find him at home or in an office, he will be in a van stockpiled with food and warm dry socks. Boston Health Care for the Homeless isn’t a place, it’s a network that employs 350 health care professionals and support staff in 80 locations. Dr. O’Connell has turned this network into the largest program of its kind in the US and a template for similar programs around the world. His memoir “Stories from the Shadows: Reflections of a Street Doctor” was published in 2015.

Program Admission: one pair of new athletic socks.

Catherine Brown, DVM, MSC, MPH has served as the State Public Health Veterinarian since 2006. Dr. Brown works tirelessly to spread the word about public health prevention and detection. Dr. Brown is presently working to collect the most up-to-date information about the Zika virus and Zika borne illness in humans and translate this information to the public for their knowledge and protection. In 2010, the Department of Public Health recognized Brown for her “unfailing commitment to the notion that we protect, preserve and improve the health of the residents of the Commonwealth of Massachusetts.”

John Armelagos, President, Michigan Nurses Association

Pan Ji is a PhD candidate at Virginia Tech and a senior member of the Flint Water Study Team.

Nayyirah Shariff is a Flint organizer and has been involved with Flint Rising and the Flint Democracy Defense League.

Stephen Estes-Smargiassi is the Director of Planning and Sustainability for the Massachusetts Water Resources Authority.

John Sullivan is Chief Engineer Boston Water and Sewer Commission.

SCHEDULE

Wednesday, October 12
6:30-9 p.m. “Welcome Aboard” Reception sponsored by Region 4

Thursday, October 13
7:30-8:30 a.m. Continental breakfast, registration, exhibits and silent auction opens
8:30-10 a.m. Our Water Crisis: From Flint Michigan to Massachusetts
10-10:30 a.m. Break, exhibits and silent auction
10:30-11:30 a.m. Bargaining Unit Reports
11:30 a.m.-12:30 p.m. Report on the Verizon Strike
12:30-2 p.m. Lunch, exhibits, silent auction
12:30-2 p.m. Unit 7 Annual Meeting and lunch
2 p.m. Business Meeting
6-7 p.m. Reception
7-9:30 p.m. Dinner/Awards
9:30-10:30 p.m. Hypnotist
10:30 p.m. Ice cream social

Friday, October 14
7:30-8:30 a.m. Silent auction closes, registration, breakfast
8-9 a.m. Mass. Student Nurses Meeting
8:30-9 a.m. MNA PAC Meeting
9:15-10:45 a.m. Jim O’Connell, MD, Boston’s Visionary Provider of Health Care to the Homeless
10:45-11 a.m. Break
11 a.m.-12 p.m. The Zika Virus: An Ever-Changing Crisis

REGISTER ONLINE: www.massnurses.org
Registrations can also be made by phone. Call Theresa at 781-830-5727.
INFORMATION:

Registration Deadline: September 15, 2016

Accommodations
DoubleTree by Hilton Boston North Shore
Room rates are $149.00 per night with 11.7% Mass occupancy tax. Hotel policy: No alcohol can be brought onto the property from the outside.

Chemical Sensitivity
Attendees are requested to avoid wearing scented personal products when attending the 2016 MNA Convention. Scents may trigger responses in those with chemical sensitivity.

Contact Hours
On Friday, October 14, 2016 Continuing Nursing Education contact hours will be awarded by the Massachusetts Nurses Association. The MNA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

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

Questions
Call MNA’s Division of Nursing at: 800-882-2056 x727.

Community Service Event
All attendees to this year’s Convention are required to bring a new pair of athletic socks that will be donated to the homeless.

DIRECTIONS:

DoubleTree by Hilton Boston North Shore
50 Ferncroft Rd • Danvers, MA 01923
Phone: 978-777-2500

From Boston via Route 1 North:
Take the Tobin Bridge to Route 1 North. Continue on Route 1 North just past the exit for Route 95 North. Take the very next left off of Route 1 North toward Route 1 South, Danvers. Merge right onto Route 1 South. Make your first right onto Ferncroft Road and follow the signs to the DoubleTree by Hilton Hotel Boston North Shore.

From the South via Route 95 North:
Take Route 93 North to Boston. Take Route 128 North/Route 95 North. When these two roads split, stay on Route 95 North. Continue on Route 95 to Exit 50, Topsfield. Take Exit 50 to Route 1 North. From Route 1 North, bear left and follow the signs for Route 1 South, Danvers. Merge right onto Route 1 South. Make your first right onto Ferncroft Road and follow the signs to the DoubleTree by Hilton Hotel Boston North Shore.

From the North:
Take Route 95 South to Exit 50, Topsfield/Route 1 South. Make your first right onto Ferncroft Road and follow the signs to the DoubleTree by Hilton Hotel Boston North Shore.

From the Mass Pike:
Take the Mass Pike East to Route 128 North/Route 95 North. When these two roads split, stay on Route 95 North. Continue on Route 95 to Exit 50, Topsfield. Take Exit 50 to Route 1 North. From Route 1 North, bear left and follow the signs for Route 1 South, Danvers. Merge right onto Route 1 South. Make your first right onto Ferncroft Road and follow the signs to the DoubleTree by Hilton Hotel Boston North Shore.
REGISTRATION FORM

Registration is now available online. Go to www.massnurses.org.

Three Convenient Packages/Business Meeting

Thursday-Only Package: Includes events on Thursday: keynote, plenary session, all meals, exhibits
- MNA Members $45
- Reduced Members* $35
- All Others $60
- MASNA students n/c

Friday-Only Package: Includes events on Friday: keynote, plenary session, breakfast
- MNA Members $35
- Reduced Members* $30
- All Others $50
- MASNA students n/c

Two-Day Convention Package — Thursday and Friday:
Includes events on Thursday and Friday
- MNA Members $75
- Reduced Members* $65
- All Others $100
- MASNA students n/c

Business Meeting Registration (only) • Thursday, 2 p.m.

Optional Events

Please register below if you plan to attend the following events:
- Reception sponsored by Region 4 • Wednesday • 6:30 - 9 p.m. n/c
- Unit 7 Annual Meeting/Lunch (Unit 7 members only) • Thursday, 12:30 - 2 p.m. n/c
- Reception • Thursday, 6 - 7 p.m. n/c
- Awards Buffet • Thursday, 7 - 9:30 p.m. n/c
- Comedic Hypnotist • Thursday, 9:30 - 10:30 p.m. n/c

Total Convention Fees: $ ______

Payment
- Please note admission requirement - new pair of athletic socks

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 at 781-830-5727.

For office use only: Chg code:        Amt:        Date:        Ck#:        Ck.Date:        Init:        
Cruise to Cuba: March 24–31, 2017. Prices starting at $2739*
Join this amazing 7 night cruise from Montego Bay to Cuba, featuring two days in Havana, Santiago de Cuba, Punta Frances, Isle of Youth, and Cienfuegos before returning to Montego Bay. Cruise aboard Celestyal's Crystal for an all-inclusive People-to-People program featuring lectures, tours cultural experience, films and meet and greets. Twenty-first century Cuba promises to be like nowhere else you've ever visited. This beautiful island is economically poor, but culturally rich and architecturally magnificent. Cuba continues to amaze travelers from around the globe with its beaches, bays and mountains. The exuberant music and exquisite art lends to the charm of Cuba. Trip will include Crystal's “Blue” Drink Package. This trip will fill fast, so book early. Price includes air from Boston.

Best of Sorrento - All New Itinerary & Includes an Italian Cooking Class: May 16-23, 2017, $3099*
Join us on a tour of one of southern Italy's premier vacation resorts. This all-inclusive 9 day/7 night trip includes air, transfers, hotel, and all meals as well as guided tours. The tour will feature Sorrento, Isle of Ischia, Positano, the Isle of Capri, Ravello, Pompeii and the Amalfi Drive. We will enjoy a cooking class as we prepare our own lunch overlooking the beautiful coastline in Ravello. Offered as an all-inclusive trip, this package is a great value. Don't miss the opportunity to visit this spectacularly beautiful part of Italy.

Enjoy a trip to Italy's finest areas. This trip will begin with a four night stay in the spa town of Montecatini, located in the heart of Tuscany. We will spend a day in Venice another in Florence and then another day in Cinque Terre. On our hotel transition day we will visit Siena and San Gimignano in route to Rome. We will stay in Rome for three nights and have a city tour with all the Rome highlights the first full day and tour the Vatican City and St. Peters Basilica on the last day. This tour includes all breakfasts and dinners and most lunches. Wine and water is included with dinners. This is an amazing trip at an unbeatable price.

Best of Ireland: September 14-21, 2017, $2739
We are pleased to offer this wonderful 9 day/7 night tour of the best of the Emerald Isle. You will visit Bunratty Folk Park, Adare before checking into your first hotel in Killarney. The next day you are off to Dingle Peninsula to enjoy the majestic coastal view and mountain scenery. On day four you will excursion to the Ring of Kerry. On day 5 you will transition to Waterford and visit the Blarney Castle and a Whiskey Distillery. After check out on Day 6 you will visit the Waterford Museum and the scenic drive through the Wicklow Mountains before arriving in Dublin. The last two days of the tour will highlight Dublin. This is a sought-after destination, so don’t delay in registering.

*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.
ALL HANDS ON DECK for our health care
October 13-14
Registering Now
Details inside and online at www.massnurses.org