

# MASSACHUSETTS NURSE

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## New study finds ICU nurse staffing, working conditions linked to increase in infections, deaths in the elderly

A new study finds that hospitals that have better staffing and less overtime for registered nurses are safer for elderly intensive care unit (ICU) patients. The study, published in the June issue of the journal *Medical Care*, is yet another piece of scientific evidence that bolsters the case for increasing RN staffing in hospitals, prohibiting mandatory overtime and limiting the number of patients assigned to a nurse, as proposed in the Patient Safety Act (H.2059), legislation currently before the Massachusetts Legislature.

This report, which was led by Columbia University School of Nursing researchers, measured rates of hospital-associated infections; the sixth-highest cause of death in the United States (CDC, March 2007). Findings suggest that nurses, as the largest workforce in the nation's hospitals, are in a unique position to positively affect the safety of ICUs if systematic improvements to their working conditions are made.

A review of outcomes data for more than 15,000 patients in 51 U.S. hospital ICUs showed that those with higher nurse staffing levels had a lower incidence of infections such as central-line associated bloodstream infections (CLSI), a common cause of mortality in intensive-care settings. The study found that patients cared for in hospitals with higher staffing levels are 68 percent less likely to acquire such an infection.

Other measures such as ventilator-associated pneumonia and skin ulcers, which are common among hospitalized patients who cannot move regularly, were also reduced in units with high staffing levels. Patients were also less likely to die within 30 days in these higher-staffed units. Higher levels of overtime hours were associated with increased



Patients cared for in hospitals with higher staffing levels are 68 percent less likely to acquire central line-associated bloodstream infections, a new study shows.

rates of infection, including catheter-associated urinary tract infections as well as skin ulcers. On average, the ICU nurses worked overtime 5.6 percent of the time.

"Nurses are the hospitals' safety officers," said Patricia W. Stone, Ph.D., M.P.H., RN, assistant professor of nursing at Columbia University Medical Center and the study's first author. "However, nursing units that are understaffed and that have overworked nurses are shown to have poor patient outcomes. Improvements in nurse working

conditions are necessary for the safety of our nation's sickest patients."

"This is yet another in a long line of published studies that clearly demonstrate that improving RN staffing ratios has enormous benefits in terms of lives saved and reduced complications, while also being highly cost effective," said Karen Higgins, RN, an ICU nurse at Boston Medical Center and co-chair of the Coalition to Protect Massachusetts

See *ICU staffing*, Page 3

## Lawrence General Hospital nurses ratify new contract

On June 25, the RNs at Lawrence General Hospital (LGH) ratified a new three-year contract that adds new language that addresses staffing concerns and provides a 12 percent salary increase.

The contract, which runs from Oct. 8, 2006 through Oct. 3, 2009, includes the following provisions:

- **Safe staffing:** The hospital agreed to new contract language to address staffing concerns in a number of areas. For nurses in critical care, the hospital agreed to maintain a standard of two patients per nurse.
- **Health and safety protections:** The hospital agreed to a proposal for new contract language that will provide nurses with a vehicle to identify and address concerns about a number of health and safety issues, including

policies and procedures for safe patient handling as a way of reducing muscular skeletal injuries and preventing workplace violence against nurses.

- **No takeaways:** The hospital removed all proposals for benefit cuts, including the proposal to cut holidays for part time nurses.
- **Wages:** The contract provides a 12 percent across-the-board pay increase (4 percent each year of the contract retroactive to Oct. 8, 2006). In addition, the salary scale will be adjusted with four new steps at the top of the pay scale over the life of the agreement. As a result, the starting salary at the end of the agreement will increase from the current rate of \$25.22 to \$28.38 with the top step increasing from the current rate of \$40.63 to \$50.91 at the

end of the agreement (a 25 percent increase).

The hospital agreed to work with the MNA to create new "rapid response nurse" positions for the day and evening shifts. This position will be on hand to assist nurses in the ED, telemetry or medical surgical units with excessive assignments, admissions, complex cases or codes. This process will include the negotiation over incentives to attract and retain nurses for these positions. To provide relief for labor and delivery nurses who are being forced to take excessive call due to staffing shortages, the hospital has agreed to work with the MNA to address staffing issues, including the immediate recruitment of additional travel nurses.

The tentative agreement comes after several long, hard months of negotiating and a far-reaching petition drive. ■

## Save the Date!

School Nurse Education Day

The first MNA conference dedicated to meeting the needs of unionized school nurses.

Details to come.

Save the date: Oct. 20



For the latest news, visit  
[www.massnurses.org](http://www.massnurses.org)

## Nurses' guide to single-payer reform

### Foundation says state's promise of 'universal' health care has been forgotten

Massachusetts has moved away from the promise of "universal" health coverage at every step as it implements its insurance mandate, and now turns a blind eye to costs that will stop even the "insured" from getting needed care, said the nonprofit, nonpartisan Foundation for Taxpayer & Consumer Rights (FTCR).

"Affordable" health insurance assumes consumers will never get sick because it does not consider the deductibles, co-pays and co-insurance that consumers must pay under the minimum benefit plans.

"Insurance is not affordable if consumers must buy it, but high out-of-pocket costs keep them from using it when they get sick," said Carmen Balber with FTCR. "This announcement masks the real cost of insurance to consumers under Massachusetts' health insurance mandate."

Under rules approved in March, consumers could be forced into high deductible health plans to satisfy the health insurance mandate, even though those plans do not

limit patient costs, and do not have to meet minimum requirements for preventive care and prescription drug coverage.

"When consumers must bear huge costs up front, they delay needed treatment and preventative medicine to the point where care becomes less effective and more costly," said Balber. "Insurance that delays patient care cannot be considered affordable."

According to the state's own figures, many consumers over 55 and families with children cannot afford the lowest-priced existing health plan, even before taking out of pocket costs into consideration.

"Families with children and older consumers—who some consider most in need of health insurance—should not fall through the cracks of health reform," said Balber.

According to the affordability schedule, the cheapest health plans currently available are not affordable for any person, of any age, who earns just above 300 percent of the federal poverty level, including:

- Individuals making \$30,000 to \$35,000.

- A couple making \$41,071 to \$50,000
- A family with children bringing in \$51,511 to \$70,000

Even the bare bones coverage of the young adult plans (in which an insurer's yearly payments are capped at \$50,000, no matter how serious the illness) would be too expensive for some couples, including:

- A young couple between the ages of 19 and 26, making \$41,071 to \$50,000
- Affordability cannot be achieved without requiring HMOs and insurers to justify costs and get approval for rate increases, said the FTCR.

*Taken from a press release from the Foundation for Taxpayers & Consumer Rights. ■*

#### A Massachusetts punitive index

Beginning July 1, not having health insurance will cost you more in fines than it would if you made a terrorist threat.

The Crime	The Fine
Violation of Child Labor Laws	\$50
Employers Failing to Partially Subsidize a Poor Health Plan for Workers	\$295
Illegal Sale of Firearms, First Offense	\$500 max.
Driving Under the Influence, First Offense	\$500 min.
Domestic Assault	\$1,000 max.
Cruelty to or Malicious Killing of Animals	\$1,000 max.
Communication of a Terrorist Threat	\$1,000 min.
Being Uninsured In Massachusetts	\$1,500 min.

### Mass. nurses join "Scrubs for SiCKO" campaign for single-payer reform

Planning to spark a fundamental change in national health care politics, nurses from Massachusetts and throughout New England have joined an unprecedented national coalition of nurses and doctors organizations which has been rallying around the opening of Michael Moore's riveting new documentary, "SiCKO," which debuted on June 29.

Sicko profiles a number of Americans with insurance who have been denied needed care by their insurance company; describes how the insurance-based health care system is structured to keep it that way; and provides examples of other industrialized nations where insurance companies do not stand in the way of medical care.

A week before the movie's opening, hundreds of MNA members attended a special preview screening of the film followed by a town meeting about the nation's escalating health care crisis in Manchester, N.H.—home of the nation's first presidential primary.

MNA Executive Director Julie Pinkham joined Moore on stage for the town meeting, along with Dr. Deborah Richter, a Vermont physician to provide the perspective of frontline caregivers on the health care crisis Moore vividly portrays in his new film.

In answer to an audience member's question, Pinkham said Moore's documentary is only the starting point for a real debate and movement for fundamental, national health care reform. "I don't think you can leave this theater and not say something," Pinkham said. "This is going to be the most meaningful movement of the 21st century. As nurses, we have a lot to teach the public. We could make a 24-hour movie on what we see in 24 hours," she said.

After the meeting, Moore announced he was asking every presidential candidate to sign a pledge supporting free, universal health care "as a human right for every resident of the United States," the removal of private insurance companies from providing health care, and stricter regulation of pharmaceutical companies. Then he and a delegation of nurses and physicians from the California Nurses Association, MNA and the New England Nurses Association set out to visit the candidates' headquarters in Manchester to deliver the pledge cards



Filmmaker Michael Moore, right, with MNA Executive Director Julie Pinkham and Michael Lighty of the California Nurses Association, share the stage at a press conference in Manchester, N.H.

Calling it "The Scrubs for SiCKO Campaign," organizers recruited registered nurses and doctors to theaters throughout the nation where SiCKO opened to ensure that caregivers—in SiCKO scrubs—were in the audience. The caregivers distributed information and urged moviegoers to join the drive for a fundamental overhaul of the nation's dysfunctional health care system. They urged the audience to help pass single-payer/Medicare for all type legislation such as H.R. 676 now pending in Congress and several states, and make it a central focus of the presidential campaign. ■



## President's Column

# Legislature has chance to address the workplace violence crisis in health care

While this column is usually reserved as an opportunity for me to share my thoughts on important issues, I wanted to use this month's column to share with you an excellent opinion editorial that was recently published in the Worcester Business Journal by one of our Board members, Judith Smith Goguen, who was invited by the paper to write a piece informing the business community of the issue of workplace violence in health care.

Smith Goguen made a powerful and compelling case for the passage of legislation, heard before the Public Safety Committee on June 20, that would require making it a legal obligation for all health care providers to have a plan in place and to take steps to protect their employees from workplace violence and to treat them appropriately when they are victimized by violence.

What follows is the op-ed that Smith Goguen submitted to the Worcester Business Journal.

**By Judith Smith-Goguen, RN**

This week, the Massachusetts legislature begins consideration of important legislation that could help address and prevent a growing crisis for nurses and other health care workers in Massachusetts—workplace violence.

Health care was the largest industry in the United States in 2004. Yet health care workers experience violent assaults at a rate four times higher than other industries; for nurses and other personal care workers, this rate jumps

to 12 times higher. In fact nurses are assaulted on the job at the same rate as police officers and prison guards.

I am one of those nurses. In 1999, I was the victim of a vicious assault by a patient of mine while I worked as a psychiatric nurse at a facility in Central Mass. The patient, a 250 pound woman attacked me, taking my head and repeatedly smashing it against a cement wall. As a result, I suffered a scalp laceration, a concussion and severe sprains to the back of my neck and shoulders. I missed months of work from the physical injuries, not to mention the emotional and psychological toll this incident took on me and my family.

The problem has only gotten worse since my incident.

- Fifty percent of Massachusetts nurses polled in 2004 reported being punched at least once in the previous two years.
- Forty-four percent of Massachusetts nurses reported frequent threats of



**Beth Piknick**

abuse.

- Thirty percent of Massachusetts nurses reported being regularly or frequently pinched, scratched, spit on or had their hand or wrist twisted.
- Eighty-six percent of U.S. emergency nurses polled in 2006 reported being a victim of workplace violence in the past three years; 20 percent said it was a frequent occurrence.

The cost of this crisis goes beyond the physical and emotional toll on the victims but impacts the health care industry as a whole in thousands of lost work days each year from injuries to workers, increases in worker's compensation claims and an increase in costs to recruit permanent and temporary staff. I have personally witnessed very high staff turnover on the units where I work from this problem.

Unfortunately, much of this violence is entirely preventable, yet too many health care employers are failing to take the steps needed to identify the causes of workplace violence nor are they acting to implement policies to prevent violence.

The most prevalent cause of violence in health care is understaffing. In my case, I was the only nurse on duty responsible for 13 acutely ill psychiatric patients. This was a breeding ground for violence. Much of workplace violence occurs in emergency

rooms where patients are frustrated, in pain, or where family members are frustrated from waiting for hours to have their loved ones treated.

In other instances, hospitals fail to have appropriate security details on campus, or to properly secure areas of the hospital, or don't train their staff on how to recognize and respond to potentially violent situations.

This week the Legislature's Joint Committee on Public Safety is considering S.1345, the Health Care Workplace Violence Prevention bill, which would require all health care facilities to take steps to identify potential causes of violence and to implement policies and procedures to prevent violence. In October, the Joint Public Health Committee will consider legislation, H. 2059, the Patient Safety Act, which would require hospitals to set safe patient limits and increase staffing, which would not only reduce violence but dramatically improve the health and safety of all patients in Massachusetts. Action on both measures could go a long way to protecting workers and saving the health care industry millions of dollars.

*Judith Smith-Goguen, RN, is a psychiatric nurse and a member of the Massachusetts Nurses Association's Board of Directors. She currently works at UMass Medical Center, where she serves on the hospital's Violence Prevention Committee. ■*

## ...ICU staffing

*From Page 1*

Patients, an alliance of 107 leading health care, civic and consumer groups promoting passage of the Patient Safety Act. "There is no longer any rationale for allowing hospitals to deprive patients of the lifesaving care that only nurses can provide if they are allowed to care for a safe number of patients at any given moment."

The study on ICU staffing comes on the heels of a study published in the May issue of the same publication. That study reported that a 10 percent increase in the number of patients assigned to a nurse leads to a 28 percent increase in adverse events such as infections, medication errors, and other injuries. A 2003 report by the prestigious Institute of Medicine (IOM) regarding the impact on patient safety of nurses' working conditions found that poor RN staffing and excessive overtime increase the likelihood of preventable patient injuries and deaths. The IOM report recommended that a strict limit of no more than two patients per nurse in ICUs be established and that overtime for nurses be limited.

Massachusetts nurses working in ICUs are regularly forced to accept unsafe patient assignments as identified in the new study. A study of actual RN staffing levels in the state's hospitals conducted by the MNA and Andover Economic Evaluation in 2006 found that in a shocking 36 percent of observations, hospitals failed to meet the accepted minimum standard of no more than two patients per nurse in the intensive care unit.

A case in point is Lawrence General Hospital where the nurses had been locked in a protracted struggle to improve unsafe staffing conditions, and where the administration had recently informed its ICU nurses that

they would be assigned up to three patients at a time, a practice that is patently dangerous and unacceptable by any standard of nursing practice. (See Page 1 for details of the LGH ratification and safe staffing contract language.)

**"Improvements in nurse working conditions are necessary for the safety of the sickest patients."**

"This and countless other studies confirm that the case for better RN staffing has been made and the time has come to act to ensure that a safe limit is put on the number of patients a nurse is assigned," said Beth Piknick, RN, president of the MNA. "Patients are suffering and dying routinely because hospitals continue to understaff, while they reap mounting profits year after year. The hospital industry has proved that it will not staff safely until it is required by law to do so. Hospitals must be held accountable for investing in a safe standard of care."

The Patient Safety Act (H.2059) would dramatically improve care by setting a safe limit on the number of patients assigned to a nurse. The measure, which is co-sponsored by State Rep. Christine Canavan (D-Brockton) and Senator Marc Pacheco (D-Taunton), calls upon the Department of Public Health to set a safe limit on the number of patients a nurse is assigned at one time. In addition, the bill calls for staffing ratios to be adjusted based on patient needs. It also bans mandatory overtime, and includes initiatives to increase nursing faculty and nurse recruitment.

A hearing on the bill has been scheduled before the Joint Committee on Public Health on Oct. 24. ■

## MNA 2007 election final ballot

### President, General\* (1 for 2 years)

Beth Piknick

### Secretary, General\* (1 for 2 years)

### Director, Labor\* (5 for 2 years: 1/ Region)

Region 1

Region 2

Kathlyn Logan

Patricia Mayo

Region 3

Judith E. Rose, RN, MS

Region 4

Francine O'Connell

Region 5

Barbara Norton

### Director At-Large, General (3 for 2 years)

Sandy Eaton

Tina Russell

### Director At-Large, Labor (4 for 2 years)

Karen Coughlin

Karen Higgins

Richard Lambos

Kathlyn Logan

### Labor Program Member who is a non-RN Health Care Professional (1 for 2 years)

Beth Gray-Nix

### Nominations Committee (5 for 2 years: 1/ Region)

Region 1

Region 2

Region 3

Region 4

Region 5

### Bylaws Committee (5 for 2 years: 1/ Region)

Region 1

Region 2

Region 3

Region 4

Region 5

### Congress on Nursing Practice (6 for 2 years)

### Congress on Health Policy (6 for 2 years)

Melissa Croad, RN, BSN

Donna Dudik, RN

Ann Eldridge Malone, RN, MSN

Kathy Metzger, RN

Nancy Pitrowski

Julia Rodriguez, RN

### Congress on Health and Safety (6 for 2 years)

### Center for Nursing Ethics & Human Rights (2 for 2 years)

### At-Large Position in Regional Council (3 for 2 years)

Region 1

Region 2

Kathlyn Logan

Mary Marengo

Patricia Mayo

Susan Mulcahy

Ellen Smith

Lynne Starbard

Region 3

Region 4

Marji Foxon

Noreen Well-Hogan, APRN, PC, BC

Region 5

Sandy Eaton

\*General means an MNA member in good standing & does not have to be a member of the labor program. Labor means an MNA member in good standing who is also a labor program member. Labor Program Member means a non-RN Health care Professional who is a member in good standing of the labor program. ■

## Nursing on Beacon Hill: Legislative Update

### New staff strengthens MNA's grassroots lobbying efforts

New staff members in the MNA legislative department will strengthen the association's grassroots lobbying efforts and increase its political savvy on Beacon Hill.

#### Maryanne McHugh, associate director

On June 4, Maryanne McHugh joined the MNA's division of legislation and governmental affairs as an associate director.

Formerly the chief of staff for Rep. Marty Walsh (D-Dorchester)—one of organized labor's strongest allies—McHugh worked in the State House for eight years. "She is already very familiar with a wide variety of union issues, both public and private sector-related," said Andi Mullin, the division's director and the person responsible for hiring McHugh. "In addition, she was one of the most well-liked and conscientious people in the State House. She is sure to be an invaluable asset to the organization and its members."



**Maryanne McHugh**

McHugh's responsibilities while working for Walsh were vast and varied, and they provided her with an opportunity to be involved with countless pieces of legislation, numerous organizations, and some truly impressive initiatives. From handling budget requests and preparing testimony to developing policy positions and communications strategies, McHugh's tenure at the State House gave her the very skill set that the MNA had been looking for in its next associate director.

"Rep. Walsh was a tremendous labor supporter," explained McHugh, "so I not only had the chance to become familiar with most of the MNA's legislative initiatives, but I also had the chance to work with Andi Mullin through AFSCME prior to her arrival at the MNA. As a result, moving to the MNA felt like a natural transition—as well as an incredible opportunity."

Now that she is on board, McHugh will be researching, tracking and influencing the MNA's proposed bills on their way through the State House. She will also be assisting with the MNA political action committee and will be working very closely with Unit 7.

McHugh, who grew up in Dorchester, now lives in Quincy.

#### Brian Moloney, Region 5 community organizer

Late in May, Brian Moloney became the MNA's Region 5 community organizer—a key position within the organization's division of legislation and governmental affairs.

"I feel very lucky to be coming on board at such an important time in the MNA's history," Moloney explained on his first day at Canton headquarters. "Obviously, my priority is to work with the team to get the safe staffing bill passed this session. And from there we'll be headed to the fight for a single payer health care system—something I feel very passionate about."

Moloney's diverse experiences in the labor movement, and his personal history, make him uniquely suited to lead both of these charges inside of Region 5. Just prior to coming to the MNA, Moloney, who is from Limerick, Ireland, worked as a divisional organizer with the Mandate Trade Union in Cork. His responsibilities in this position included organizing workers in the retail, bar and administrative trades, as well as performing a assortment of other essential union-specific tasks—from investigating grievances to acting as the formal representative for more than 2,000 unionized employees.

His professional union experience is not limited to employment in Ireland however. In 2004 he began working as a labor representative for the California School Employees Association, and prior to that he was a union organizer with SEIU in Chicago and Detroit.

While working at SEIU, Moloney had the chance to be directly responsible for gathering support from 262 Rhode Island childcare workers in order to form a union, and he successfully helped organize nursing home, health care clinic and home care workers in Southern New England.

"I'm excited to have the chance to share my skills and experiences with MNA and, specifically, with the members living in Region 5," Moloney added.

Moloney lives in Quincy.

#### Charlene Richardson, Region 4 community organizer

On May 21, Charlene Richardson, a registered nurse with more than 15 years of bedside experience, joined the MNA's division of legislation and governmental affairs as the Region 4 community organizer.

Richardson has worked at Beverly Hospital for almost all of her career and her professional nursing experience has included time working on a variety of floors, including the



**Brian Maloney, Charlene Richardson**

surgical unit, med/surg pediatrics, the ER and the PACU. During this time she also had the opportunity to be an active MNA member, working with her bargaining unit and with the MNA on key legislative issues, particularly those related to workplace violence.

In 2005, Richardson was presented with the MNA's Kathryn McGinn Cutler Advocate for Health and Safety Award. The honor was given in recognition of her advocacy work following a horrific and tragic incident that involved her being attacked by an ER patient. Despite the utter chaos and inner turmoil Richardson suffered both during and after the attack, she made the decision to pursue safety in the emergency room for all nurses—working with law enforcement, speaking publicly about emergency room violence, and advocating at the State House for legislation that would address this issue and other key nursing issues.

"I have had a long history with the MNA," said Richardson, "and I'm looking forward to being here for the members the way they've been here for me."

Richardson lives in Gloucester. ■



**The MNA's burgeoning letter-writing campaign:** Members of the MNA's legislative team talked to nurses at the May 18 clinical conference in Worcester about the safe RN staffing bill. More than 150 nurses signed letters to their legislators asking them to support H.2059, the MNA's safe staffing bill.

## MASSACHUSETTS NURSE

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##### Region 3

Judy Rose, '05-'07; Stephanie Stevens, '06-'08

##### Region 4

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##### Region 5

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Beth Gray-Nix, 05-'07

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**MNA**  
MASSACHUSETTS NURSES ASSOCIATION



## MNA thanks STAT Team volunteers with a tropical-themed soiree



From left, Ginny Ryan, Dorothy McCabe, Karen Higgins and Nora Watts.



From left, Nancy Filman, Barbara Tiller and Donna Kelly-Williams.



Unit 7 President Michael D'Intinosanto with his wife Tina.

The first annual STAT Team recognition dinner took place on May 17 at the Hilton Garden Inn in Worcester. The Jimmy Buffett-themed event included a DJ, appetizers, dinner, dancing and door prizes, including two iPods, hula hoops and tropical themed beads. In addition, STAT Team umbrellas were given out to keep the activists dry and cool at upcoming stat team events.

Thank you to all the STAT Team members who helped with events throughout the last year. Your support and assistance have been greatly appreciated.

If you would like to learn more about the MNA's STAT Team, contact Eileen Norton at [enorton@mnarn.org](mailto:enorton@mnarn.org). ■

## Making the case for safe staffing...

...at the Democratic Convention



**MNA shows its muscle at Democratic Convention.** The MNA was out in force at the Democratic Convention, held at the Mullins Center on the University of Massachusetts Amherst campus on May 19. MNA organizers and member volunteers staffed a table and circulated among delegates waiting in line to ask them to sign letters to their legislators supporting the MNA's Safe RN Staffing Bill (H.2059). The team collected more than 200 letters. A special thanks goes to MNA members Irene Patch, Gail Bean and Sandra Hottin who helped collect signatures that day.

...at the Mass. Senior Action Council



**The Massachusetts Senior Action Council Annual Awards Dinner on May 17.** From left: MNA members Merrie Eaton and Sandy Eaton, state Rep. Michael Festa, D-Melrose, MNA member Pat Mayo, MSAC Executive Director Sue Kirby, and MNA member Beth Gray-Nix. In his remarks, keynote speaker Festa lauded the strong partnership between the MNA and MSAC, and spoke powerfully about the need to work together to pass the Safe Staffing Bill (H.2059) in order to improve the hospital care provided to seniors.

## RNs at Mercy and Providence take on technology, automation

At the last set of negotiations, when management from the Sisters of Providence Health System in Western Massachusetts submitted proposals for a mechanized time and attendance system, the objections from the MNA negotiating committees at Mercy Medical Center in Springfield and Providence Hospital in Holyoke were heard far and wide. But, as negotiations progressed, management made it clear they were serious about their proposals.

The MNA used this as an opportunity to educate members on the issues, as well as a chance to organize and strategize. As part of this process, the MNA brought in Charley Richardson from the Labor Extension School at UMass Lowell. Richardson provided an eye-opening training and led a groundbreaking discussion on the subject of automation and technology in the nursing and health care industries as a whole.

In the end, the MNA accepted management's concept for a mechanized time and attendance system, but it negotiated in order to gain an entirely new section of strong contract language entitled "Technological Change."

The language says that in the event that the medical center purchases, leases or plans to implement a change in technology, the employer will notify the MNA at the point management begins to go out to bid (but no less than 30 days prior to implementation) so that discussin, clarificatin and impact bargaining can occur.

In addition, an important component of the language was the creation of a jointly formed "technology committee." The mission of the

committee is to "review and discuss any new technology that impacts on the working conditions of the nurses including the helath and safety of the nurses."

### Technology committee now in place

It didn't take long for the new technology committee to get up and running, with a joint meeting being held on May 17 at Mercy Medical Center. In attendance from management were five nurse managers and representatives from payroll, IT and human resources. MNA representatives included Steve Mikelis from Mercy's emergency department; Diane Sampson from Providence; Kate Earney-Will from med/surg; Dawn Seymour from the childbirth unit; Carol Stone from Weldon Rehab; and Sue Hoague from the OR. Andrea Fox, the hospitals' associate director of labor from the MNA, and Charley Richardson from UMass Lowell were also in attendance.

The meeting opened with a PowerPoint presentation about Kronos—the new-swipe card attendance system that is being used in both hospitals. The presentation was both informative and eye opening, and it generated several questions and comments from both the MNA and management.

The most important of concerns involved nurses in the OR and the childbirth unit in terms of how to address the common practice of nurses who come in early to set up their rooms, need time for changing or other work-related duties. HR made it clear that these nurses need to be paid for all time worked, despite the budgetary concerns raised by managers.



**Technology committee in action:** Far row, from left: Steve Mikelis, the MNA chair at Mercy; Dawn Seymour, an MNA rep from the childbirth unit; Kate Earney-Will, med/surg; Carol Stone from Weldon Rehab; and Sue Hoague from the OR. Near row, from left: Diane Sampson from Providence; Andrea Fox from the MNA; Charley Richardson from UMass Lowell; and Joan Irwin, a manager from the ED

Although management is still in the very early stages of planning for the new time and attendance system, the MNA is beginning to ask all members at both Mercy and Providence about their preferences for where the new swipe units should be placed. Additionally the contract calls for a review of policies that will interface with the new system, mostly to assure revisions will be consistent with any negotiated change in practice.

### Protecting against tracking devices

The nurses are pleased that the new technology language protects them from the implementation of any tracking devices, and that the new Kronos system—while having the capability—will not use any biometrics,

such as finger print ID or iris scan, as a means of identification.

Overall, the group agreed that having an active technology committee is a huge asset in assuring that the union is involved in all aspects of the process of protecting nurses' rights and in creating smoother transitions from the current levels of technology to those in the future. The group also recognized the benefits of "troubleshooting" and addressing pitfalls before they happen.

Richardson, at the end of the first joint meeting, said that, "The committee is a successful model and other MNA bargaining units should recognize that, if the RNs at Mercy and Providence can achieve this level of success, than they can as well." ■

## Bargaining unit updates

### North Adams Regional Hospital

After five months of negotiations there seems to be no resolution in sight at North Adams Regional Hospital. Management representatives came to the table with a long list of take-aways, both in terms of economics and language. While they have removed some, they are still attempting to end—or drastically curtail—the pension plan and they want to be given the ability to gut the health insurance without negotiations with the union. The nurses have been turning up the heat on management. They have formed an action committee; leafleted the hospital and other local locations; sent post cards to board of directors; put out a press release that got great local coverage; distributed yard signs; are planning to erect a billboard; and will be placing advertisements at key internal and external events.

### Baystate VNA and Hospice/Greenfield Office

After three years of negotiations for an initial contract, the nurses are close but still have a ways to go. While much of the language in the first contract has been settled management still has not made a comprehensive economic proposal. Over the past few months the nurses have set up yard signs, written letters to the editor and leafleted the local communities and they have spent much of their spare time getting signatures on a petition of support. In late June they are planning to have a rally in downtown Greenfield where they will deliver the thousands of signatures to management.

### Berkshire Medical Center

Negotiations have begun at the Berkshire Medical Center. After sending out questionnaires and polling the members, the committee feels confident it has an equitable contract proposal that will keep quality health care in Western Massachusetts. Among the proposals the nurses put forward are a competitive wage increase, a retiree health insurance plan and an improved retirement plan.

### Providence Hospital

Members of the newly formed Technology Committee joined with their brothers and sisters from Mercy to meet and discuss plans for the upcoming changes, including the installation of the Kronos swipe time and attendance system. *For more information, see story above.*

### Worcester School Nurses

The Worcester School Nurses have filed an unfair labor practice charge against the Worcester School Committee for their failure to bargain in good faith. Additionally, the parties are now in mediation.

### Mercy Hospital

Mercy Hospital hosted its second open membership luncheon, which brought together a number of members from a variety of units and shifts. Three additional unit representatives stepped forward that day and Diane Scherrer also gave a legislative update with a focus on the safe staffing bill. Three RNs, who are also MNA representatives, were recognized for receiving their BSN degrees from Elms College. They were Kathleen Earney-Will, Kathleen McIllelan and Brenda Pilachowski. Additionally, 25 RNs were recognized for their efforts during a fire on a medical/surgical unit during a Saturday night shift.

### West Springfield School Nurses

The bargaining unit said goodbye and thank you to Gayle Hylen who recently retired. Hylen was one of the original nurses who helped organize the group with the MNA and she served as local co-chairperson and member of the negotiating team fighting for professional parity for the group.

### Wachusett Regional School District Nurses

After only three negotiation sessions and in the midst of their fight for a professional pay scale, management handed the bargaining unit a salary proposal that resulted in a \$12,000 salary *cut* between years five and six of the contract. In response, the nurses have started collecting signatures on a petition that announces the public's support of the bargaining unit. They are also slated to bring their case directly to the school committee during a July meeting.

### North Shore Medical Center/Salem Hospital

A tentative agreement has been reached at North Shore Medical Center/Salem Hospital. After five months of long, hard negotiations the committee voted to approve and endorse the agreement and present it to the membership for approval. The committee feels very positive because it was able to make some economic and language gains and fight off some takeaways management had on the table. Details will be announced after the ratification vote.

### Faulkner Hospital

The nurses at Faulkner Hospital recently overwhelmingly rejected a contract settlement proposal put forward by management. The committee presented the proposal, without a recommendation, and the nurses responded with an absolute answer: No. The primary issue is the so called "Fair Plan." Under this misguided proposal, seniority would play no role in assigning holiday and vacation time. Negotiations are resuming with the expectation that management will have heard the message from the members. ■

## Division of Labor Action: Education & Training

### Summer guide to union/activist themed movies

It is summer and time to relax. The following is a list of labor-themed and activist oriented films that have been compiled from various sources. The list includes popular big-screen movies—some with light themes to shorter serious documentaries. Either way, they are alternately thought-provoking, uplifting, educational, entertaining, funny, inspirational and, sometimes, depressing.

**Matewan** (1987). Directed by John Sayles. The story of a bitter clash between a union and coal company in West Virginia in the 1920s as well as a clash of two different economic systems—capitalism and feudalism. It is a drama about the coal miners' strike in 1920 with Chris Cooper playing the fictional United Mine Worker's organizer Joe Kenehan, and Will Oldham playing a fictional narrator/miner Danny Radnor, and James Earl Jones playing black miner Few Clothes Johnson. The film shows the world of the miners in West Virginia, especially the cooperation between blacks and whites despite the coal company's attempts to create racial divides. The characters of Sid Hatfield, Cabell Testerman, C. E. Lively and Few Clothes Johnson were based on real people.

**9 to 5** (1980). Directed by Colin Higgins. This is a comedy with a serious underlying message revolving around office politics, male chauvinism, and sexism. It stars Jane Fonda, Lily Tomlin, Dolly Parton, Dabney Coleman, Elizabeth Wilson, Sterling Hayden. Three female office workers combine forces to kidnap their incompetent, deceitful, egotisti-



Joe Twarog

cal, and chauvinistic boss and raise office efficiency to an all-time high during his absence.

**Norma Rae** (1979). Directed by Martin Ritt. With Sally Field, Ron Leibman, Beau Bridges, Pat Hingle, Barbara Baxley. Norma Rae, a textile worker in a small Southern town, works with a labor organizer to establish a union and change the intolerable working conditions at the plant. It is based on the real-life story of textile union activist Crystal Lee Sutton in her fight against the J.P. Stevens Co. in Roanoke Rapids, N.C., which resulted in a labor contract between Stevens and the Amalgamated Clothing and Textile Workers Union. Sally Field won an Oscar for best actress for her role as Norma Rae.

**Salt of the Earth** (1954). This film was written (Michael Wilson), directed (Herbert J. Biberman) and produced (Paul Jarrico) by members of the original "Hollywood Ten," who were blacklisted during the height of McCarthyism hysteria. The film was denounced by the U.S. House of Representatives and the American Legion called for a boycott of the film because it was allegedly too pro-labor and subversive. It is a semi-documentary of the year-long struggle by Mexican-American zinc miners (Empire Zinc

Mine) in New Mexico. The film deals with the prejudice against the Mexican-American workers, who struck to attain wage parity with Anglo workers in other mines and to be treated with dignity by the bosses. When an injunction is issued against the striking workers, the wives take up the battle. The film is an early treatment of feminism, because the wives of the miners play a pivotal role in the strike. The cast includes only five professional actors with the rest made up of locals from the area and members of the International Union of Mine, Mill and Smelter Workers, Local 890 (many of whom were part of the actual strike that inspired the story). A must see!

**North Country** (2005). Directed by Miki Caro and written by Linda Miklowitz. This is a semi-fictionalized account of the long legal battle of a group of women miners who endured a hostile work environment and continuous insults and unwanted touching when they became the first women to go work at the Eveleth Mines in Minnesota. They successfully broke the gender barrier working in the Minnesota iron mines and broke legal ground with the nation's first class action sexual harassment lawsuit. Charlize Theron won an Academy Award nomination for her role in the film.

**Silkwood** (1983). Directed by Mike Nichols and written by Nora Ephron and Alice Arlen. Starring Cher and Meryl Streep. This film is based on the real life story of Karen Silkwood, a union metallurgy worker who fought for safety in her plutonium processing

plant, the Kerr-McGee plant in Oklahoma. (Robert J. Kerr, one of Kerr-McGee's founders was a governor and U.S. senator from Oklahoma.) Silkwood joined the Oil, Chemical and Atomic Workers Union (OCAW) and testified before the Atomic Energy Commission about the shoddy safety practices and the company falsified inspection records. Silkwood died under suspicious circumstances in an automobile crash while en route to meet with an AEC official and a *New York Times*

See *Movies*, Page 11

#### And the winner is... Answers to the April "Test your labor IQ" quiz!

Congratulations to Karen Bielecki of Tewksbury on winning a 30GB iPod. Karen's "Labor IQ" was quite high: 100 percent. Only one other contestant had as many correct answers. After randomly selecting from the two top contestants, Karen was named the winner of the MNA's first-ever labor IQ quiz. The quiz appeared on Page 5 in the April *Massachusetts Nurse*. The correct answers are:

- |      |       |             |
|------|-------|-------------|
| 1. D | 8. D  | 15. A, B, C |
| 2. A | 9. D  | 16. D       |
| 3. B | 10. A | 17. B       |
| 4. D | 11. D | 18. B       |
| 5. B | 12. B | 19. A, B, C |
| 6. C | 13. D | 20. B       |
| 7. A | 14. B |             |

## MNA Labor School Coming to Region 5 Register Now for this Fall Series!

The MNA's Labor School is coming to Region 5, with classes slated to begin in the fall of 2007 at the MNA's headquarters in Canton, Mass. The school is open to all MNA members and there is no cost for attending.

The school, which recently saw its first students graduate as part of a pilot program in Region 4, aims to educate members—soup to nuts—on a wide variety of union issues. The courses are organized into "tracks," with each track having an overall focus (i.e., grievances, collective bargaining, member mobilization, labor law, etc.). Approximately five to six individual classes make up each track. A certificate of completion is awarded to members at the end of each track. In addition, members who complete any two tracks will be given an MNA Labor School jacket. Members are free to choose in which track they would like to participate. There is no commitment to attend all tracks.

For more information or to register, contact Harriett Duggan in the MNA's Region 5 office at 781-821-8255 or via e-mail at [region5mna@earthlink.net](mailto:region5mna@earthlink.net).

### Labor School Schedule: Region 5

#### Track 1: The Role of the Floor Representative and Grievances (All classes will run from 5 to 7:30 p.m.)

Week 1: Monday, Sept. 17, 2007

- Welcome and introduction
- Overview of the MNA
- Role of the floor representative
- Recognizing a grievance
- Defining & identifying grievances

Week 2: Monday, Oct. 1, 2007

- Investigating grievances
- Union's right to information
- Interviewing & information gathering
- Duty of fair representation

Week 3: Monday, Oct. 15, 2007

- Grievance procedure, steps & time lines

- Writing the grievance
- Arbitration
- Organizing around grievances

Week 4: Monday, Oct. 29, 2007

- Presenting the grievance
- Dealing with management
- Settling the grievance

Week 5: Monday, Nov. 12, 2007

- Discipline and just cause
- Weingarten Rights
- Past practice grievances
- Unfair labor practices and the NLRB

#### Track 2: Collective Bargaining (All classes will run from 5 to 7:30 p.m.)

Week 1: Monday, Nov. 26, 2007

- Welcome and introduction

- Negotiations and the legal basis
- Process overview
- The bargaining team & internal ground rules

Week 2: Monday, Dec. 10, 2007

- Contract surveys
- Formulating proposals
- Priorities, goals & themes
- Researching the employer and the union

Week 3: Monday, Jan. 7, 2008

- Committee decision making
- At the bargaining table
- Getting dates, sites, etc.
- Roles and conduct at the table
- Proposal and counter-proposal exchange

Week 4: Monday, Jan. 21, 2008

- Table tactics and reading signals

- Contract campaigns
- Developing a contract action team
- Writing proposals

Week 5: Monday, Feb. 4, 2008

- Contract costing
- Picketing, workplace actions and strikes
- Impasse and contract extensions
- MNA collective bargaining video

Week 6: Monday, Feb. 25, 2008

- Media and public relations
- Reaching agreement
- Committee recommendation & ratification
- The contract document
- Mid-term bargaining



## Over 550 senior nursing students attend the MNA's transition programs

In March and April the MNA sponsored three educational programs for senior nursing students entitled "The Real Nursing World: Transition from Student to RN." The programs were designed to provide senior nursing students with strategies for transitioning from student to professional nurse and it included an exclusive job fair just for new graduate nurses.

The programs were held on March 28 in Springfield, April 4 in Randolph and April 12 in Worcester. The MNA has offered this type of program for a number of years and the response from faculty and students continues to increase annually.

This year, Don Anderson, CMSRN, MSN and Ed.D, was the highlight for attending students. He shared some of his strategies for successfully preparing and passing the NCLEX boards. Anderson is a recognized leader in NCLEX preparation and is the owner of Test Preparation Specialist. The attendees of the program were enthusiastic and eager to learn from the panel of recent graduates as well.

The programs were free of charge to all senior nursing students and instructors, and a light supper was served. Area hospitals and other health care facilities participated



before the program to discuss new-graduate orientation programs and employment opportunities with attendees. This mini job fair proved to be a successful recruitment venue for many nurse recruiters in the area.

The MNA has hosted this program for a number of years, but this year's effort made it possible for over 550 senior nursing students to share in this exciting opportunity and take full advantage of this timely learning experience.

Plans are already in the works for our 2008



Senior nursing students visit one of the career booths at the April 4 Transitions Program sponsored by the MNA. Above, left, Don Anderson offers some tips for passing the NCLEX boards.

Transition Programs. If you would like more information on this wonderful opportunity, please contact Carol Mallia RN, MSN and

associate director in the division of nursing at 781-830-5744 or via e-mail at [cmallia@mnarn.org](mailto:cmallia@mnarn.org). ■

## Nursing News Briefs

### Bain recognized by AAOHN

Evie Bain, MEd, RN, COHN-S, a coordinator in the MNA's health and safety division and an associate director within the organization, was recently named a 2007 Class Fellow by the American Association of Occupational Health Nurses (AAOHN).

The AAOHN fellow designation recognizes AAOHN members who, as nursing leaders, make a significant contribution to the field of occupational and environment health nursing in the areas of clinical practice, education, research, management, or policy.

As members of AAOHN, fellows comprise a group of leaders who provide vision to advance the skills, knowledge and abilities of occupational and environmental health nurses, influence policy, contribute to research and exemplify effective management and clinical practices. ■

### Donna White recognized by the MGH Institute of Health Professions

Dr. Donna White, chairperson of MNA's Addictions Nursing council, was recently named the 2007 recipient of the Judith Fong Bressler Nursing Faculty Prize by the Massachusetts General Hospital Institute of Health Professions.

The Bressler Prize was established in 2006 through the generosity of Richard and Judith Fong Bressler to recognize and reward extraordinary clinical excellence by a nursing preceptor. Recipients have demonstrated distinction in the role of mentor to one or more students in the nursing program and model

clinical excellence in nursing practice.

The award further recognizes the preceptor who identifies the teaching role as core to professional nursing responsibilities, incorporates principles of adult specific teaching/learning theories, demonstrates recognition of individual student learning needs, is flexible and seeks out opportunities to help students learn and adapt to the clinical nurse role.

Dr. White is a past recipient of MNA's Image of the Professional Nurse Award. ■

### Member receives award from Mass. Association of Public Health Nurses

Bonnie Johnston, an RN from the Cambridge Public Health Department with the Cambridge Health Alliance, received the 2007 Public Health Nurse Award from the Massachusetts Association of Public Health Nurses at its annual meeting on May 10. She was recognized for her devotion and dedication to her patients at the Schipellite Chest Center (TB clinic) at the Cambridge campus and her commitment to helping community members overcome cultural and language barriers to care. Johnston trained at Somerville Hospital and has worked at the public health department since 1992. ■

### Time to update your e-address book!

The MNA's Region 3 office wants you to know that it now has a new e-mail address: [mnaregioncouncil3@comcast.net](mailto:mnaregioncouncil3@comcast.net)

This change took effect on June 1, so the MNA apologizes for any inconveniences that this transition may have caused. ■

### Multiple Chemical Sensitivity Week

After several years without recognition in the commonwealth, nurses and others who suffer from Multiple Chemical Sensitivity (MCS) appreciate official recognition for promoting information and education related to MCS.

Gov. Deval Patrick issued a proclamation declaring May 6-13 as Multiple Chemical Sensitivity Week. The Massachusetts Association for the Chemically Injured (MACI) is to be congratulated on its diligence to pursue the proclamation in spite of rejection by previous administrations.

The proclamation was signed by the governor on May 4 and included this important information:

- Multiple Chemical Sensitivity is a condition caused by exposure to toxic chemicals, and other irritants in the environment, which causes affected individuals to suffer such symptoms as chronic fatigue, muscle and joint pains, rashes, asthma, short-term memory loss, headaches, and other respiratory and neurological problems; and
- With no known cure, Multiple Chemical Sensitivity can cause major financial, employment, housing, health, and social consequences for individuals and families; and
- With the necessary support, understanding, accommodations, and information, individuals with Multiple Chemical Sensitivity can enjoy access to work, schooling, public facilities, and other surroundings where they can continue to contribute their skills, knowledge, and creativity.

The MNA has been successful in promoting understanding of MCS through its online continuing nursing education program, "Franchise Free: Creating a Safe Health Care Environment." This course promotes recognition and understanding of this condition and outline the needs and concerns of this group of people when they become patients in the health care system.

The program can be accessed at [www.massnurses.org](http://www.massnurses.org). There is no charge for the MNA's online continuing nursing education programs. ■



Ruth Skipwith

### Skipwith named Worcester's School Nurse of the Year

Congratulations to Ruth Skipwith on being named school nurse of the year by the Worcester Public School District. Skipwith, who works at the city's Canterbury School, was nominated by her peers and was awarded the honor after her nominations papers and credentials were reviewed by a cadre of co-workers and management team members. Her award was presented on May 9 during the district's "School Nurse Day." ■

# MNA Member Discounts Save You Money

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### PROFESSIONAL LIABILITY INSURANCE

NURSES SERVICE ORGANIZATION ..... 800-247-1500 (8 A.M.–6 P.M.)  
Leading provider of professional liability insurance for nursing professionals with over 800,000 health care professionals insured. [www.nso.com](http://www.nso.com).

### CREDIT CARD PROGRAM

BANK OF AMERICA ..... 800-847-7378  
Exceptional credit card at a competitive rate.

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LEAD BROKERAGE GROUP ..... 800-842-0804  
Term life insurance offered at special cost discounts.

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Flexible and comprehensive long-term care insurance at discount rates.

### SHORT TERM DISABILITY INSURANCE

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Six-month disability protection program for non-occupational illnesses & accidents.

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TAXMAN INC. .... 800-7TAXMAN  
20% discount on tax preparation services.

### HOME MORTGAGE DISCOUNTS

RELIANT MORTGAGE COMPANY ..... 877-662-6623  
Save on your next home loan/mortgage with discounts available to MNA members and their families. Receive discounts off mortgage applications for home purchase, refinance and debt consolidation loans. Inquire into no points/no closing costs programs and reduced documentation programs. Receive free mortgage pre-approvals.

### LIFE & ESTATE PLANNING

LAW OFFICE OF DAGMAR M. POLLEX ..... 781-535-6490  
10-20% discount on personalized life & estate planning.

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Health insurance plan details are available by calling 800-422-3545, ext. 65414

## Products & Services

### AUTO/HOMEOWNERS INSURANCE

COLONIAL INSURANCE SERVICES, INC. .... 800-571-7773 OR 508-339-3047  
MNA member discount is available for all household members. No service charges when choosing convenient EFT payment plan. Prices competitive with AAA. For a no obligation quote visit [www.colonialinsuranceservices.com](http://www.colonialinsuranceservices.com).

### CELLULAR TELEPHONE SERVICE

AT&T WIRELESS ..... 800-882-2056, EXT. 726  
Good news! MNA members can now go to any AT&T Wireless company store for all transactions. 8% discounts on rate plans, 20% on accessories.

T-MOBILE ..... 866-464-8662  
T-Mobile is offering MNA members and their families a free phone with activation, free nationwide long distance and roaming and free nights and weekends (on specific plans). No activation fee is required for members.

VERIZON WIRELESS ..... 401-633-4509  
Receive an 8 percent discount on plans priced \$34.99 and above! Receive a free Motorola G3400 on any new purchase or upgrade.

SPRINT NEXTEL COMMUNICATIONS ..... 617-839-6684  
Save up to 30% on equipment, up to 23% on rate plans and up to 10% on accessories. Choose from a wide selection of phones. Call Don Lynch or email [Donald.Lynch@Sprint.com](mailto:Donald.Lynch@Sprint.com) or visit [www.nextel.com/massnurses](http://www.nextel.com/massnurses) to place an order today

### DISCOUNT DENTAL & EYEWEAR PROGRAM

CREATIVE SOLUTIONS GROUP ..... 800-308-0374  
Best benefits—a health care savings plan that cuts the cost of health care expenses. Discounts on dental, eyecare and chiropractic expenses.

### JIFFY LUBE DISCOUNT

MNA DIVISION OF MEMBERSHIP ..... 800-882-2056, x726  
Obtain an MNA discount card to receive 15% discount on automobile products & services. Consumer Referral Service

### MASS BUYING POWER

Mass Buying Power is a no-cost, no-obligation benefit offered to MNA members. Before you make your next purchase visit [www.massbuy.com](http://www.massbuy.com) for any new products and services. Log in as a group member (sign-in name: MBP, password, MBP)

### DISCOUNT PRODUCTS BY MEMBER ADVANTAGE

MEMBER ADVANTAGE ..... 781-828-4555 OR 800-232-0872  
Discount prices on a broad range of products. Nationwide shipping or local pickup available. Register at [mna\\_discount\\_products.com](http://mna_discount_products.com) (Company code: MNA2006).

### OIL BUYING NETWORK DISCOUNT

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Lower your home heating oil costs by 10–25 cents per gallon or \$150 per year.

### WRENTHAM VILLAGE PREMIUM OUTLETS

Present your valid MNA membership card at the information desk at the Wrentham Village Premium Outlets to receive a VIP coupon book offering hundreds of dollars in savings.

### SIGHT CARE VISION SAVINGS PLAN

MNA DIVISION OF MEMBERSHIP ..... 800-882-2056, EXT. 726  
Obtain your Sight Care ID card to receive discounts on eye exams, eyeglasses & contact lenses at Cambridge Eye Doctors or Vision World locations.

### HEALTH CARE APPAREL

WORK 'N GEAR DISCOUNT ..... 800-WORKNGEAR (FOR STORE LOCATIONS)  
Receive 15% discount off all regularly priced merchandise. Visit [www.massnurses.org](http://www.massnurses.org) for a printable coupon to present at time of purchase.

### BROOKS BROTHERS DISCOUNT

Enroll online to receive 15% discount at Brooks Brothers, Adrienne Vittadini and Carolee. Visit <http://membership.brooksbrothers.com>. (ID=87400, PIN=97838)

## Travel & Leisure

### AVIS RENTAL CARE DISCOUNT

AVIS ..... 1-800-331-1212  
Discounts can be used for both personal and business travel. For full benefits, the Avis Worldwide Discount (AWD) number must be given to the reservation agent: Q282414. Visit [www.zvis.com](http://www.zvis.com) to set up your own personal profile or for more information.

### HERTZ CAR RENTAL DISCOUNT

HERTZ ..... 800-654-2200  
MNA members discounts range from 5 – 20% mention MNA discount CDP#1281147.

### DISCOUNT MOVIE PASSES

MNA DIVISION OF MEMBERSHIP ..... 800-882-2056, EXT. 726  
Showcase Cinemas/National Amusements, \$7. AMC Theatres, \$6. Regal Cinemas (not valid first 12 days of new release), \$6. Call to order by phone with Mastercard or Visa.

### DISNEY DISCOUNT

Members can now take advantage of discounted tickets to Walt Disney World and Disneyland along with other Florida attractions. Begin saving by calling 800-331-6483 or check out the discounts on our Web site at [www.massnurses.org](http://www.massnurses.org).

### ANHEUSER-BUSCH ADVENTURE PARKS DISCOUNT

MNA DIVISION OF MEMBERSHIP ..... 800-882-2056, EXT. 726  
Obtain Adventure Card to receive discount admission to Busch Gardens, Sea World, Sesame Place, Water Country USA & Adventure Island in Tampa, Fla.

### UNIVERSAL STUDIOS FAN CLUB

Log onto the MNA Web site at [www.massnurses.org](http://www.massnurses.org) and click on the Universal Studios Link to obtain special discount prices.

### WORKING ADVANTAGE

Members now have access to discounts for movie tickets, movie rentals, theme parks, ski tickets, Broadway shows, and much more. Register today at [www.workingadvantage.com](http://www.workingadvantage.com) (member ID available by calling 781-830-5726).

### \*NEW\* BOSTON CELTICS DISCOUNT

For information on MNA Boston Celtics discount nights, including dates and ticket information, email [massnurses@celtics.com](mailto:massnurses@celtics.com) or call 617-854-8068.

For more information, contact the representative listed or call member discounts at the MNA, 800-882-2056, x726. All discounts are subject to change.

# MNA CONTINUING EDUCATION COURSES

## Fall 2007 Courses

### Basic Dysrhythmia Interpretation

**Description**


This course is designed for registered nurses in acute, sub-acute and long-term care settings to learn cardiac monitoring and dysrhythmia interpretation. Implications and clinical management of cardiac dysrhythmias will also be discussed. Course will include a text book and require study between sessions one and two.

**Speaker** Mary Sue Howlett, BSN, RN, CEN

**Dates** Sept. 18, 2007 – Part One

Sept. 25, 2007 – Part Two

**Time** 5 p.m. – 9 p.m. (light supper provided)

**Place** MNA Headquarters, Canton

**Fee\*** MNA Members: Free; Others: \$195

**\*Requires \$20 deposit which will be returned upon attendance.**

**Contact Hours** Will be provided.

**MNA Contact** Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

### Anatomy of a Legal Nurse Consultant

**Description**


This program will introduce the nurse to the scope of practice of the legal nurse consultant. The history and evolution of this important role, its multifaceted components, including practice environments, litigation process, case evaluation for compliance with standards of nursing/health care practice, nurse expert witness role, risk management and other important considerations will be described. Professional certification will also be addressed.

**Speakers** Legal Nurse Consultants, Southern New England Chapter of the American Association of Legal Nurse Consultants

**Date** Sept. 27, 2007

**Time** 5:30 p.m. – 8:30 p.m. (light supper provided)

**Place** MNA Headquarters, Canton

**Fee** MNA and AALNC Members: \$65; Others: \$95.00

**Contact Hours** Will be provided.

**MNA Contact** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

### Considerations for Sexual Assault Survivors

**Description**

This program will facilitate the provision of optimal care to adult and adolescent victims of sexual assault by increasing the nurse's awareness of the incidence of sexual assault, patient choices relative to care and issues of confidentiality and privacy.

**Speakers** Mary Sue Howlett, BSN, RN, CEN, SANE  
Michelle Harper, JD

**Date** Oct. 11, 2007

**Time** 5 p.m. – 9 p.m. (light supper provided)

**Place** MNA Headquarters, Canton

**Fee** MNA Members: Free; Others: \$95

**Contact Hours** Will be provided

**MNA Contact** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

### Advanced Cardiac Life Support: Certification & Recertification

**Description**


This American Heart Association course will provide information on the clinical management of cardiac and respiratory emergencies through case study approach. Course content includes assessment, arrhythmia recognition, intubation, defibrillation and pharmacological interventions. This is a two-day certification and a one-vvvd day recertification course. Recertification candidates must present a copy of their current ACLS card at the time of registration. Attendees of this course must be proficient in basic dysrhythmia interpretation. This challenging course requires a high degree of self study and is best suited for nurses who work in the areas of acute and critical care.

**Speakers** Carol Mallia, RN, MSN

Other instructors for the clinical sessions

**Date** Oct. 16, 2007 (Certification)

Oct. 23, 2007 (Recertification)

**Time** 9 a.m. – 5 p.m. (light lunch provided)

**Place** MNA Headquarters, Canton

**Fee\*** Certification: MNA members: Free\*; Others: \$250

Recertification: MNA members: Free\*; Others: \$195

**\*Requires \$50 deposit which will be returned upon attendance.**

**Contact Hours** Will be provided.

**MNA Contact** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

### Diabetes 2007: What Nurses Need to Know

**Description**


This program will discuss the pathophysiology and classification of Diabetes-Types 1 and 2. Nursing implications of blood glucose monitoring and non-pharmacological interventions such as exercise and meal planning will be addressed. Oral pharmacological agents and a comprehensive update on insulin therapy will be presented. The nursing management of the newly diagnosed diabetic patient, both complicated and not, will be explored. Nursing management of the diabetic patient in the pre/post operative, ambulatory care, home care and school setting will be discussed.

**Speaker** Ann Miller, MS, RN, CS, CDE

**Date** Oct. 25, 2007

**Time** 8 a.m.–4 p.m. (light lunch provided)

**Place** MNA Headquarters, Canton

**Fee\*** MNA Members: Free; Others: \$195

**\*Requires \$20 deposit which will be returned upon attendance.**

**Contact Hours** 6.0

**MNA Contact** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

### Critical and Emerging Infectious Diseases

**Description**

This program is designed to provide nurses with current information regarding critical infectious diseases, e.g. HIV/AIDS, tuberculosis, hepatitis, MRSA and emerging infectious diseases, e.g. Avian flu, Marburg virus, SARS, EBOLA, BSE and other diseases. The morning session will address specific diseases, their epidemiology, signs/symptoms, treatment and prevention. The afternoon session will address protecting nurses and others from disease exposure through the use of environmental and work-practice controls, as well as personal protective equipment.

**Speakers** Alfred DeMaria, MD

Maureen Spencer, RN, MEd, CIC

Thomas P. Fuller, ScD, CIH, MSPH, MBA

Evelyn Bain, MEd, RN, COHN-S

**Date** Nov. 2, 2007

**Time** 8 a.m. – 4 p.m. (light lunch provided)

**Place** MNA Headquarters, Canton

**Fee\*** MNA Members: Free; Others: \$195

**\*Requires \$20 deposit which will be returned upon attendance.**

**Contact Hours** 6.0

**MNA Contact** Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

### Oncology for Nurses

**Description**


This program will increase knowledge in oncology nursing. The content will include an overview of cancer management, tumor physiology and staging, relevant laboratory testing and treatment strategies and safe handling of neoplastic agents. Chemotherapy administration, classification of chemotherapeutic agents, management of toxicities and adverse effects of treatments and oncological emergencies will be discussed. The program will conclude with pain and symptom management, palliative care and an overview of Hospice care. **Class size limited to 25.**

**Speaker** Marylou Gregory-Lee, MSN, RN, NP, Adult Nurse Practitioner

**Date** Nov. 7, 2007

**Time** 8 a.m. – 4 p.m. (light lunch provided)

**Place** MNA Headquarters, Canton

**Fee\*** MNA Members: Free; Others \$195

**\*Requires \$20 deposit which will be returned upon attendance.**

**Contact Hours** 6.0

**MNA Contact** Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

### Interpreting Laboratory Values

**Description**


This program will enhance the nurse's ability to evaluate and determine the clinical significance of laboratory values. Clinical case studies will be used to illustrate the relationship of laboratory values to patient conditions. Clinical management of abnormal laboratory values will be discussed.

**Speaker** Carol Mallia, RN, MSN

**Date** Nov. 27, 2007

**Time** 5 p.m. – 9 p.m. (light supper provided)

**Place** MNA Headquarters, Canton

**Fee** MNA Members: Free; Others: \$95

**Contact Hours** Will be provided.

**MNA Contact** Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x794

## Cardiac and Pulmonary Pharmacology

**Description** This program will provide nurses, from all clinical practice settings, with a better understanding of how cardiac and pulmonary medications work. Actions, indications, and nursing considerations will be discussed for the major categories of cardiac and pulmonary medications.



**Speaker** Carol Mallia, RN, MSN

**Date** Dec. 4, 2007

**Time** 5 p.m. – 9 p.m. (light supper provided)

**Place** MNA Headquarters, Canton

**Fee** MNA Members: Free; Others: \$95

**Contact Hours** Will be provided

**MNA Contact** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719

## CONTINUING EDUCATION COURSE INFORMATION

<b>Registration</b>	Registration will be processed on a space available basis. Enrollment is limited for all courses.
<b>Payment</b>	Payment may be made with MasterCard, Visa or Amex by calling the MNA contact person for the program or by mailing a check to MNA, 340 Turnpike St., Canton, MA 02021.
<b>Refunds</b>	Refunds are issued up to two weeks before the program date minus a 25% processing fee. No refunds are made less than 14 days before the program's first session or for subsequent sessions of a multi-day program.
<b>Program Cancellation</b>	MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. <b>In case of inclement weather</b> , please call the MNA at 781-821-4625 or 800-882-2056 to determine whether a program will run as originally scheduled. Registration fees will be reimbursed for all cancelled programs.
<b>*Contact Hours</b>	Continuing education contact hours for all programs except "Advanced Cardiac Life Support" are provided by the Massachusetts Nurses Association, which is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Contact hours for "Advanced Cardiac Life Support" are provided by the Rhode Island State Nurses Association, which is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. <b>To successfully complete a program and receive contact hours or a certificate of attendance, you must:</b> <ol style="list-style-type: none"> <li>1) Sign in</li> <li>2) Be present for the entire time period of the session and</li> <li>3) Complete and submit the evaluation</li> </ol>
<b>Chemical Sensitivity</b>	Scents may trigger responses in those with chemical sensitivities. Participants are requested to avoid wearing scented personal products and refrain from smoking when attending MNA continuing education programs.

**Note:** All CE programs run entirely by the MNA are free of charge to all MNA members. Pre-registration is required for all programs.

# MNA

MASSACHUSETTS NURSES ASSOCIATION

## ...Movies

*From Page 7*

investigative reporter to share her findings.

**The Willmar 8** (1982). Produced by Lee Grant and Mary Beth Yarrow. Directed by Lee Grant. A documentary about eight women who went on strike because of employment discrimination at a bank in Willmar, Minn. Eight unassuming, apolitical women were driven by sex discrimination at work to take the most unexpected step of their lives and found themselves in the forefront of the struggle for women's rights. The women not only were passed over for managerial positions, they were required to train the all-male managerial staff who would become their supervisors. The National Labor Relations Board eventually ruled in favor of the bank. As a consequence, the women lost their jobs, as well as their demands for equality and they were not gainfully employed after the strike. The movie is especially relevant given the May 2007 Supreme Court ruling severely limiting lawsuits on pay disparity and sex discrimination in the workplace.

**With Babies and Banners: Story of the Women's Emergency Brigade** (1978). Women's Labor History Film Project. Produced by Lyn Goldfarb, directed by Lorraine Gray. The story of the Women's Emergency Brigade which was formed during the United Auto Workers' 1937 sit-down strike in the General Motors Flint, Mich., plants. The Women's Emergency Brigade was composed of female GM workers and the wives of men involved in the strike. The brigade became the backbone of the strike and not only provided support services (like running the union kitchens that provided food to the strikers occupying the plants) but did picket duty themselves. They ultimately won recognition of their union and improved wages and conditions.

**At the River I Stand** (1993). Directed by David Appleby, Allison Graham and Steven Ross. This documentary recounts the two eventful months that transformed a local labor dispute of 1,300 Memphis AFSCME sanitation workers into a national Civil Rights campaign. It also relates the events that led to the tragedy of Dr. Martin Luther King, Jr.'s assassination. This documentary brings into sharp relief issues such as the connection between economic and civil rights, the debate over violent vs. nonviolent change, and the demand for full inclusion of African Americans in American life.

**Life and Times of Rosie the Riveter** (1987). Five women reminisce about their jobs and working conditions during World War II. Includes topics of sex discrimination, the women's movement, and the role of movies and radio in helping mold public opinion during World War II. This is an excellent documentary on the American home front during the Second World War. Women were strongly encouraged to join the factory workforce to replace the men who went to fight the war. This film offers a rare glimpse of World War II from the female perspective, and is a vital document of American history.

**Maid in America** (2004). Produced and directed by Anayansi Prado. An intimate look into the lives of three Latina immigrants working as nannies and housekeepers in Los Angeles. The issue of worker's rights is introduced in the film through Dynamic Workers, a collective of women who have formed their own business to provide job security and ben-

efits, and Domestic Workers Association, a support organization providing information and advocacy. The film offers insights into the immigrant experience, labor issues and contemporary Latina culture.

**Miles of Smiles: Years of Struggle** (1982). A documentary on the formation of the first African-American trade union, the Brotherhood of Sleeping Car Porters, and its key leader, A. Philip Randolph. It includes personal narratives of retired porters about their work and duties on the Pullman trains and about the formation of their union, and their struggles that helped pave the way for the Civil Rights movement. It also reveals the harsh discrimination that impacted the porters every day lives.

**Poletown Lives!** (1982). Produced and directed by George Corsetti. This documentary tells the story of the destruction of Poletown, an inner-city Detroit neighborhood. Poletown was destroyed in 1981 when the city used its power of eminent domain to provide tax-free land to General Motors for construction of a Cadillac plant. A total of 1,500 homes, 16 churches, 144 businesses and two schools are now a parking lot and landscape for the Cadillac plant. The film is from the residents' point of view in their own words. It illustrates the change in attitudes as the people realized that the institutions they trusted most—the courts, the United Auto Workers, the Archdiocese, the City Council, and the media—were not going to help them. The film focuses on the human cost of corporate power to control investment of capital and to transport that capital at will.

**Roger & Me** (1989). Directed by Michael Moore. A documentary about the closure of the General Motors' plant in Flint, Mich., which resulted in the loss of 30,000 jobs. It details the attempts of filmmaker Michael Moore to get an interview with Roger Smith, the CEO at GM. Moore emerged as a modern folk hero because he doggedly and hilariously pursued what every working person wants to do—talk to the man at the top. Moore's efforts to meet Smith and to get Smith to visit Flint provide the framework for the film.

**American Dream** (1989) Barbara Kopple's documentary follows a contentious 1987 meatpackers' strike at a Hormel plant in Austin, Minn. Hormel had cut the average hourly wage from \$10.69 to \$8.25 after posting a net profit of \$30 million. In addition other benefits would be cut by about 30 percent. The local union (P-9) opposed the cut, but the United Food and Commercial Workers Union did not support them. The local union rejects the guidance of their national parent and takes on the process themselves, hiring strike consultant Ray Rogers to help them. The film features footage of union meetings, news broadcasts and in-depth interviews.

Other recommended films:

**Erin Brockovich** (2000); **A Civil Action** (1998); **An Inconvenient Truth** (2006); **Union Maids** (1976); **Harlan County USA** (1976); **The Fight in the Fields: Cesar Chavez and the Farmworkers' Struggle** (1997); **Harvest of Shame** (1960); **The Masses and the Millionaires: The Homestead Strike** (1974); **A Union Man: The Life and Work of Julius Margolin** (2006); **Bread & Roses** (2000); **Rebuilding San Francisco 1906-1910: The Workers Story** (2006) ■

## Travel to Europe with MNA in 2007!

### Costa Del Sol plus Madrid Nov. 6-14, 2007, \$1,769\*

This Spain tour will feature the first five nights in the beach resort of Torremolinos on Spain's Costa Del Sol with the last two evenings in Madrid. We will enjoy a sightseeing tour that includes Ronda, Grenada to see the Alhambra, Seville and Gibraltar. En route to Madrid, we'll visit Toledo, and while in Madrid, we'll have a panoramic city sightseeing tour, and visit to the Prado museum. The last afternoon will be free for individual sightseeing and shopping. This tour includes three meals daily except our last full day in Madrid where lunch is on your own while in the Costa Del Sol.



### Florence, Venice & Rome Oct. 30-Nov. 7, 2007, \$1,869\*

Join this wonderful nine-day/seven-night trip featuring Florence, Venice and Rome with tours included in each city as well as the beautiful Tuscan cities of Siena, San Gimignano and Assisi. The tour will include four nights in the beautiful Spa town of Montecatini. From there, day trips to Florence, Venice, Siena and San Gimignano will be arranged. The time in Rome will include a full-day sightseeing tour of the Coliseum, the Parthenon, the Spanish Steps, the Trevi Fountain, Vatican City and much more. This trip includes round-trip air from Boston and transfers to and from the hotel. Breakfast and dinner included, as well as one lunch.



**For more information and a flyer on these great vacations, contact Carol Mallia at [cmallia@mnarn.org](mailto:cmallia@mnarn.org) with your mailing address.**

\*Prices listed are per person, double occupancy based on check purchase. Applicable departure taxes are not included in the listed prices. Credit card purchase price is \$30 higher than the listed price.



# MNA

PEER ASSISTANCE PROGRAM

*Help for Nurses with Substance Abuse Problems*

- Are you a nurse who is self-prescribing medications for pain, stress or anxiety?
- Are you a nurse who is using alcohol or other drugs to cope with everyday stress?
- Would you appreciate the aid of a nurse who understands recovery and wants to help?

### CALL THE MNA PEER ASSISTANCE PROGRAM

ALL INFORMATION IS CONFIDENTIAL  
781-821-4625, EXT. 755  
OR 800-882-2056 (IN MASS ONLY)  
[WWW.PEERASSISTANCE.COM](http://WWW.PEERASSISTANCE.COM)

## Support Groups for Nurses and Other Health Professionals with Substance Abuse Problems

*Below is a list of self-help groups facilitated by volunteer nurses who understand addiction and the recovery process. Many nurses with substance abuse problems find it therapeutic to share their experiences with peers who understand the challenges of addiction in the health care profession.*

### Boston Metropolitan Area

- Bournwood Hospital, Health Care Professionals Support Group, 300 South St., Brookline. Contact: Donna White, 617-469-0300, x305. Meets: Wednesdays, 7:30–8:30 p.m.
- McLean Hospital, DeMarmeffe Building, Room 116. Contact: LeRoy Kelly, 508-881-3192. Meets: Thursdays, 5:30–6:30 p.m.
- Peer Group Therapy, 1354 Hancock Street, Suite 209, Quincy. Contact: Terri O'Brien, 781-964-9546. Meets: Wednesdays, 5:15 p.m. & coed at 6:30 p.m.
- Caritas Good Samaritan Medical Center, Community Conference Room, 235 N. Pearl St., Brockton. Contact: Steve Nikolsky, 508-559-8897. Meets:

Fridays, 6:30-7:30 p.m.

- Health Care Professional Support Group, Caritas Norwood Hospital, Norwood. Contact: Jacqueline Sitte, 781-341-2100. Meets: Thursdays, 7–8:30 p.m.

### Central Massachusetts

- Professional Nurses Group, UMass Medical Center, 107 Lincoln Street, Worcester. Contacts: Laurie, 508-853-0517; Carole, 978-568-1995. Meets: Mondays, 6–7 p.m.
- Health Care Support Group, UMass School of Medicine, Room 123, Worcester. Contact: Emory, 508-429-9433. Meets: Saturdays, 11 a.m.–noon.

### Northern Massachusetts

- Baldpate Hospital, Bungalow 1, Baldpate Road, Georgetown. Facilitator: Teri Gouin, 978-352-2131, x15. Meets: Tuesdays, 5–6 p.m.
- Nurses Recovery Group, Beverly Hospital, 1st Floor, Beverly. Contact: Jacqueline Lyons, 978-697-2733. Meets: Mondays, 6–7 p.m.

- Partnership Recovery Services, 121 Myrtle Street, Melrose. Contact: Jay O'Neil, 781-979-0262. Meets: Sundays 6:30–7:30 p.m.

### Western Massachusetts

- Professionals in Recovery, Baystate VNAH/EAP Building, Room 135, 50 Maple St., Springfield. Contact: Marge Babkiewicz, 413-794-4354. Meets: Thursdays, 7:15–8:15 p.m.
- Professional Support Group, Franklin Hospital Lecture Room A, Greenfield. Contacts: Wayne Gavryck, 413-774-2351, Elliott Smolensky, 413-774-2871. Meets: Wednesdays, 7–8 p.m.

### Southern Massachusetts

- Professionals Support Group, 76 W. Main St., Suite 306, Hyannis. Contact: Kathy Hoyt, 508-790-1944. Meets: Mondays, 5–6 p.m.
- PRN Group, Pembroke Hospital, 199 Oak Street, Staff Dining Room, Pembroke. Contact: Sharon Day, 508-375-6227. Meets: Tuesdays, 6:30–8 p.m.

- Substance Abuse Support Group, St. Luke's Hospital, New Bedford, 88 Faunce Corner Road. Contact: Michelle, 508-947-5351. Meets: Thursdays, 7–8:30 p.m.

### Other Areas

- Maguire Road Group, for those employed at private health care systems. Contact: John William, 508-834-7036 Meets: Mondays.
- Nurses for Nurses Group, Hartford, Conn. Contacts: Joan, 203-623-3261, Debbie, 203-871-906, Rick, 203-237-1199. Meets: Thursdays, 7–8:30 p.m.
- Nurses Peer Support Group, Ray Conference Center, 345 Blackstone Blvd., Providence, R.I. Contact: Sharon Goldstein, 800-445-1195. Meets: Wednesdays, 6:30–7:30 p.m.
- Nurses Recovery Group, VA Hospital, 6th Floor Lounge, Room E10, Manchester, N.H. Contacts: Janet, 978-975-5711, Sandy, 603-666-6482. Meets: Tuesdays, 7–8:30 p.m. ■

**Save the date!**

# MNF Golf Tournament

## Monday, July 16, 2007

**Register now!**

**Ask about sponsorship opportunities**



**LeBaron Hills Country Club  
Lakeville, MA**

**Contact Cindy Messia  
781-830-5745  
cmessia@mnarn.org**

### About the Massachusetts Nurses Foundation

The Massachusetts Nurses Foundation is a non-profit organization, established in 1981, which supports scholarship and research in the nursing and health care professions. The primary goal of the MNF is to advance the profession of nursing and health care by supporting the education of nurses. The foundation provides:

- Scholarships and grants to nurses, nursing students and health care professionals
- Support of research, which is significant to the nursing profession and the public
- Administration of scholarship funds for alumni associations, schools of nursing, organizations, foundations and individuals.



The MNF raises funds and dispenses scholarships and grants to qualified candidates who have applied for assistance to further their careers or study clinical issues that are essential to the improvement of health care.

## Donations Needed for MNF Auctions!

The Massachusetts Nurses Foundation is preparing for the Golf Tournament on July 16 and its annual voice and silent auction to be held at the MNA 2007 Convention.

Donations are needed to make these fundraising events a big success! Your **tax-deductible** donation helps the foundation raise funds to support nursing scholarships & research.

Simply donate your tax-deductible item, product or service and we will include it in the annual auction. Some ideas for auction donations include:

- |   |                              |
|---|------------------------------|
| ✓ Valuable Personal Items                 | ✓ Craft Items                |
| ✓ Gift Certificates for Items or Services | ✓ Memorabilia & Collectibles |
| ✓ Works of Art                            | ✓ Vacation Packages          |
|   | ✓ Gift Baskets               |

Contact the MNF at 781-830-5745 to obtain an auction donor form or simply mail or deliver your donation to the Massachusetts Nurses Foundation, 340 Turnpike St., Canton, MA 02021.

Our mission is only accomplished through donations. Your donation provides the meaningful difference in what the foundation can do! Your support is appreciated.

*Jeannine Williams*  
MNF President

*Tina Russell*  
MNF Treasurer

## Mentoring: A Guide to Professional Development

**Description:** This program is designed to enable RNs with five years experience to identify the dimensions of the mentor role for implementation in guiding other nurses.

The mentorship program was developed with three areas of concentration:

- **Labor:** Provides entry involvement into union-based activities in the workplace
- **Career:** Provide information on avenues for professional growth and advancement, including specialty areas, advanced education and certification
- **Organizing/legislative initiatives:** Provides entry into legislative activities, organizing and/or statewide initiatives.

**Speakers:** Dorothy Upton McCabe, RN, MS, M.Ed.

**Date:** Oct. 29

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

**Place:** MNA Headquarters, Canton

**Fee:** MNA Members: free; Others: \$45

Requires \$20 deposit which will be returned upon attendance

**Contact hours:** Will be provided

**MNA contact:** Liz Chmielinski, 781-830-5719 or 800-882-2056, x719



MASSACHUSETTS NURSES ASSOCIATION

## Training for Union Officers and Treasurers

Wednesday, Aug. 22

9 a.m. – 3:30 p.m.

Chocksett Inn

Sterling, Mass.

This training covers critical information regarding the election of union officers and financial record keeping. The MNA strongly encourages union officers, treasurers and leaders to attend. The program is cost free for attendees and includes breakfast, lunch and overnight accommodations on Tuesday, Aug. 21. Preregistration is required.

**Don't Miss Out. Call and Make Your Reservations Today!**

Contact Joe Twarog at the MNA:

1-800-883-2056, ext. 757

**Free overnight accommodations guaranteed for first 35 registrants.**

Sponsored by the MNA and offered by UMass Labor Extension

## It truly was April in Paris on trip with MNA travelers

It was April 10 when a group of MNA travelers left Boston via Air France to start their vacation in Paris and the French Countryside. Upon arrival in Paris, the group boarded a bus to tour the seaside village of Honfleur a romantic port where the Seine River meets the English Channel, and Caen a well-restored old city and checked into the hotel. An excellent dinner followed and the group prepared for the next day by retiring early.

The next day included a sobering tour of the D-Day landing beaches and the grave sites of those U.S. soldiers who died in the battle. Many in the group went down to Omaha

Beach to view the remnants of the ships, the structure of the artificial harbor, the German bunkers and the Normandy American Cemetery and Memorial with its 9,387 brilliant white crosses and stars of David in memory of the soldiers who gave their lives on the beaches below in their fight to free Europe. It was easy to picture the obstacles the Allied forces encountered in the battle against the German forces. The afternoon was spent at the historically important town of Bayeux and its Bayeux tapestry which depicts William the Conqueror's invasion of England in 1066 in the Battle of Hastings.



Normandy American Cemetery

Mont St. Michel, one of the most famous abbeys in the world, due to its location perched on a rock in the Gulf of Saint-Malo was the following day's excursion. Every passenger climbed the 356 steps to the top followed by a tour of the abbey which is built on the remains of two churches the quaint village at the bottom of the abbey enthralled our group with its restaurants and shopping.

The next day it was on to Rouen, a 2000 year old city filled with half timbered houses. It is the city where Joan of Arc burned and the magnificent cathedral of Notre Dame which was painted in changing colors to depict the time of day by Claude Monet. Rouen was a culinary paradise with its medieval streets and open air meat and produce market. A trip to the famous Calvados distillery with a tasting completed the day.

With warm weather and the flowers and trees all in bloom, we visited Giverny, the home and gardens of Claude Monet from 1883 to 1926. The flowers were spectacular, and the lily pond and Japanese bridge was just like Monet's famous paintings. The gardens were in full bloom on this warm sunny afternoon.

Then it was on to Paris where we had a bus tour of the city. We walked in the Tuileries Garden, viewed the activity in the Place de la Concorde checked into our almost new hotel, and took a nighttime sight seeing cruise along the Seine. Many in the group opted out of the Loire Valley Chateau tour the next day and took the metro to the Louvre, San Chapelle, Notre Dame, Arc de Triumph and the Eiffel Tower. Accessing the metro was easy and fun



Sacré Coeur

and we almost felt like Parisians.

We visited the palace of Versailles on our last full day, with a tour of the palace and its gardens. Then back to Paris, where many of us visited the Musée d'Orsay, ate lunch on the left bank and traveled on the metro once again to Montmartre to see the Cathedral of Sacré Coeur high on a hilltop overlooking Paris. Our last night was spent in Montmartre in a garden restaurant outside Sacré Coeur eating a dinner of steak and french fries.

It was a memorable trip with a great group of people, all of us vowing to return. The weather was sunny and warm, the flowers and trees in bloom, the countryside and city glorious, and the French citizens polite and helpful.

It was *truly* April in Paris! ■

### Discounts Corner

#### Summer fun savings

##### Six Flags New England

1-day pass: \$25 each  
Season pass: \$64.99 each

##### Canobie Lake Park

1-day pass: \$22.50 each

##### Water Country, Portsmouth, NH

1-day pass: \$24 each

##### Movie Passes

AMC: \$6 each  
Regal: \$6 each  
Showcase: \$7 each

Call the MNA at 800-882-2056, x726 to purchase tickets. These special savings are only available to MNA members. ■

### MNA membership dues deductibility for 2006

The table below shows the amount and percentage of MNA dues that may not be deducted from federal income taxes. Federal law disallows the portion of membership dues used for lobbying expenses.

Region	Amount	Percent
All Regions	\$35.55	5.0%

Auto • Home • Business • Life

## Colonial Insurance Services, Inc.

Just for being a MNA member, you and all household members are entitled to savings on your Automobile Policies. This includes all household members, including Young Drivers!

Call Colonial Insurance Services today for a no-obligation cost comparison 1-800-571-7773 or check out our website at [www.colonialinsuranceservices.com](http://www.colonialinsuranceservices.com)



**Automobile Savings**  
Automobile discount of 6%.  
Convenient fee free EFT available.



**Homeowners Policy**  
12% discount when we write your automobile. 3% renewal credit after 1 year the policy has been in effect.

### Nursing Skills, Legal Skills— A Winning Career Combination



**You have always thought about it... now do it!**

When you combine your nursing degree with a legal education, you're opening new doors to opportunity—in hospital administration or in the practice of law where your medical knowledge can help people in new and different ways.

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# INTRODUCING THE NEW MNA HOME MORTGAGE PROGRAM

*A new MNA family benefit*



*As an MNA member, you and your family are entitled to receive free mortgage pre-approvals, and credit analysis.*

**MNA**  
MASSACHUSETTS NURSES ASSOCIATION

Reliant Mortgage Company is proud to introduce the **Massachusetts Nurses Association Home Mortgage Program**, a new MNA benefit that provides group discounts on all your home financing needs including:

- Purchases & Refinances
- Home Equity Loans
- Debt consolidation
- Home Improvement Loans
- No points/no closing costs
- Single & Multifamily Homes
- Second Homes
- Condos
- No money down
- Investment Properties

**Group discounts:** As the only MNA-endorsed mortgage lender, we provide qualified members and their families with low rates and group discounts. Take advantage of free mortgage pre-approvals, free credit analysis, and free review of purchase and sale agreements for homes financed through the program.

**Expert advice:** Whether you're a first-time or experienced homebuyer, choosing the right mortgage is important business. Reliant mortgage consultants are available to MNA members and their families to answer your questions, and walk you through the mortgage process.

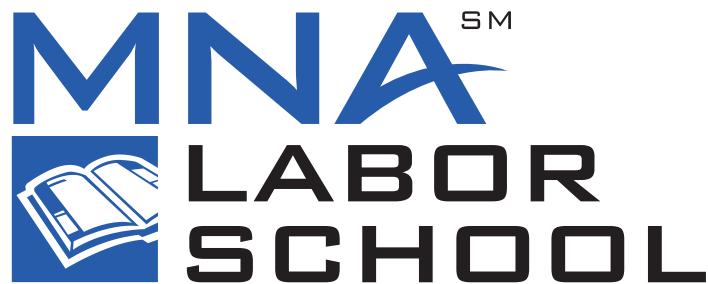
We can advise you with options for refinancing your current mortgage to reduce your monthly payments, change the term of your loan, or put the equity in your house to work to consolidate debt or pay for home improvements. And if less than perfect credit (including bankruptcy or foreclosure) is a problem, ask us about practical "make-sense" underwriting. Whatever your needs, we're here to help. Give us a call at **877-662-6623**. It's toll free.

- **\$275 Off Closing Costs**
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- **Free Pre-Approvals**
- **Low Rates & Discounts**
- **No Point/No Closing Cost Programs Available**
- **Also Available to Direct Family Members**

CALL THE MNA ANSWER LINE FOR PROGRAM RATES AND DETAILS:

**1.877.662.6623**  
**1.877.MNA.MNA3**





The MNA has now scheduled dates in all five MNA Regions for the first two tracks of its new Labor School, Track 1: Floor Representatives and Grievance Handling and Track 2: Collective Bargaining. In Region 4, which piloted the program, dates have also been set for Track 3: Building the Union/Member Participation and Track 4: Labor Law and Special Topics.

The school aims to educate members—soup to nuts—on a wide variety of union issues. The courses are organized into “tracks,” with each track having an overall focus (i.e., grievances, collective bargaining, member mobilization, labor law, etc.). Approximately five to six individual classes make up each track, and each class is about two to three hours long. A certificate of completion is awarded to members at the end of each track. In addition, members who complete any two tracks will be given an MNA Labor School jacket. Members are free to choose in which tracks and at what location they would like to participate. There is no commitment to attend all tracks.

For more information, contact your local Regional office or the MNA’s division of labor education at 781-821-4625.

**Track 1: The Role of the Floor Representative & Grievances**

Regions	1	2	3	4	5
<b>Week 1</b> Welcome and Introduction Overview of the MNA Role of the Floor Representative Recognizing a Grievance Defining and Identifying Grievances	7/12 Thursday	6/19 Tuesday	9/6 Thursday	<b>C O M P L E T E D</b>	9/17 Monday
<b>Week 2</b> Investigating Grievances Union’s Right to Information Interviewing and Information Gathering Duty of Fair Representation	8/2 Thursday	7/10 Tuesday	9/20 Thursday		10/1 Monday
<b>Week 3</b> Grievance Procedure, Steps and Time Lines Writing the Grievance Arbitration Organizing around Grievances	8/9 Thursday	7/31 Tuesday	10/17 Wednesday		10/15 Monday
<b>Week 4</b> Presenting the Grievance Dealing with Management Settling the Grievance	8/30 Thursday	8/14 Tuesday	11/1 Thursday		10/29 Monday
<b>Week 5</b> Discipline and Just Cause Weingarten Rights Past Practice Grievances Unfair Labor Practices and the NLRB	9/11 Tuesday	8/28 Tuesday	11/14 Wednesday		11/12 Monday

**Track 2: Collective Bargaining**

Regions	1	2	3	4	5
<b>Week 1</b> Welcome and Introduction Negotiations and the Legal Basis Process Overview Bargaining Team and Internal Ground Rules	9/25 Tuesday	9/5 Wednesday	12/6 Thursday	<b>C O M P L E T E D</b>	11/26 Monday
<b>Week 2</b> Contract Surveys Formulating Proposals Priorities, Goals and Themes Researching the Employer and the Union	10/9 Tuesday	9/19 Wednesday	12/20 Thursday		12/10 Monday
<b>Week 3</b> Committee Decision Making At the Bargaining Table Getting Dates, Sites, etc. Roles and Conduct at the table Proposal and Counter-Proposal Exchange	11/6 Tuesday	10/10 Wednesday	1/17/08 Thursday		1/7 Monday
<b>Week 4</b> Table Tactics and Reading Signals Contract Campaigns Developing a Contract Action Team Writing Proposals	11/20 Tuesday	10/16 Tuesday	1/31/08 Thursday		1/21 Monday
<b>Week 5</b> Contract Costing Picketing, Workplace Actions and Strikes Impasse and Contract Extensions MNA Collective Bargaining Video	12/4 Tuesday	10/30 Tuesday	2/12/08 Tuesday		2/4 Monday
<b>Week 6</b> Media and Public Relations Reaching Agreement Committee Recommendation & Ratification The Contract Document Mid Term Bargaining	12/18 Tuesday	11/13 Tuesday	2/26/08 Tuesday		2/25 Monday

**Track 3: Building the Union/Member Participation**

	Region 4 only
<b>Week 1</b> Purpose of a Union/Involvement & Participation Structure of the MNA and a Typical Bargaining Unit Defining Member Participation/Mobilization and Internal Organizing Organizing Model vs. Service/Business Model	9/13 Thursday
<b>Week 2</b> Organizing the Workplace Mapping the Workplace Contract Action Teams — Mobilization/Activists Structure Union Elections and the Law	9/27 Thursday
<b>Week 3</b> Newsletters, Bulletin Boards, Phone Trees Surveying the Membership Running Effective Union Meetings	10/11 Thursday
<b>Week 4</b> Community, Labor and Religious Coalitions Legislative and Political Outreach Regulators, Vendors and the Public Working the Press	10/18 Thursday
<b>Week 5</b> Identifying a Range of Actions Plan, Preparation and Calendar Pressure Tactics: Petitions, Picketing, Rallies, Work to Rule Strikes and Work Stoppages	11/8 Thursday

**Track 4: Labor Laws & Special Topics**

	Region 4 only
<b>Week 1</b> Family Medical Leave Act Massachusetts Small Necessities Leave Act	1/10/08 Thursday
<b>Week 2</b> Fair Labor Standards Act Overtime Rules Labor-Management Reporting and Disclosure Act (LMRDA) Union Officer Elections	1/24/08 Thursday
<b>Week 3</b> Workers Compensation OSHA American with Disabilities Act	2/14/08 Thursday
<b>Week 4</b> Employment Discrimination and Title VII/Federal Civil Rights Act Age Discrimination in Employment Act (ADEA) The Worker Adjustment and Retraining Notification Act	2/28/08 Thursday
<b>Week 5</b> The NLRB and Kentucky River/Oakwood Cases Nurse Supervisor Issues	3/13/08 Thursday

**Labor School Locations:**

**Region 1, Western Mass.**  
241 King Street, Northampton

**Region 2, Central Mass.**  
365 Shrewsbury St., Worcester

**Region 3, South Shore/Cape & Islands**  
60 Route 6A, Sandwich

**Region 4, North Shore**  
10 First Avenue, Suite 20, Peabody

**Region 5, Greater Boston**  
MNA Headquarters, 340 Turnpike Street, Canton

