For 6,000 nurses a year, MNA is the resource for CEs

You already know that the MNA is your best advocate when it comes to what’s happening in the workplace, but did you also know that the MNA is the premier resource for nurses when it comes to continuing education?

That’s right. With more than 31 nursing programs and an impressive collection of online classes, the MNA provides nurses with multiple ways to access continuing education and earn their contact hours.

And the best news? If you’re an MNA member, and you’re attending an MNA-sponsored CE program, the class is entirely—yes, entirely—free!

More than 6,000 nurses have already figured this out in the last 12 months. They’ve attended the MNA’s CE programs by the droves and they’ve participated in classes that run the gambit in terms of size, style and location.

“We offer an impressive spectrum of programs,” said Dorothy McCabe, RN and the director of the MNA’s nursing division. “There are Web-based programs that can be taken from the comfort of your own home and on your own schedule. There are one-day and half-day programs that are held at MNA headquarters and at regional offices. There are conference-style events that let nurses accrue as many as six or more contact hours in one day. And there are tailored programs that can be presented right inside your own health care setting.”

Case in point: 1,000 nurses attended the MNA’s May clinical conference in Worcester.

RNs at Lawrence General call for mediation in dispute

Talks stall over unsafe staffing, poor working conditions, wages & benefits

The 400 registered nurses of Lawrence General Hospital (LGH), who are represented by the MNA, have filed for mediation in an attempt to break the logjam in negotiations for a new contract. Talks have stalled over unsafe staffing, poor working conditions, non-competitive wages and the protection of benefits—issues the nurses believe are essential to recruiting and retaining the nursing staff needed to preserve the quality and safety of patient care.

The parties began negotiations in October 2006, with 15 sessions held. Talks on April 24 failed to yield significant movement on the key issues, at which point both parties agreed to call in a mediator. The contract expired Oct. 31.

“In any hospital, nurses provide 90 percent of the clinical care patients receive; we are the key to patient safety and the quality of patient care,” said Diane Lee, chair of the MNA local bargaining unit at Lawrence General Hospital. “Inadequate and sometimes dangerous understaffing, combined with poor working conditions and lack of respect for nurses by management at this hospital are threatening to cause a mass exodus of qualified staff. On a daily basis, the safety of patients is being placed in jeopardy. We are attempting to negotiate a fair and competitive contract that will help to retain and recruit the staff needed to provide the care that our patients expect and deserve.”

Competitive wages

The nurses at LGH are seeking a salary level that is competitive with hospitals in surrounding regions: hospitals on the North Shore, Greater Boston and Worcester pay their nurses between 20 to 30 percent more than the nurses at LGH. At the same time that they are being significantly underpaid, the nurses are being asked to work harder and faster, with too few nurses caring for too many patients. The need for nurses is particularly acute in specialty units—the emergency department, maternity unit, critical care units and telemetry floors—where there is a need.

Boston Medical Center nurses protest management’s unfair labor practices

On May 11 hundreds of registered nurses from Boston Medical Center took to the streets in protest of management’s unfair labor practices and blatant disrespect.

In the wake of posting enormous profits of more than $45 million in 2007, nursing management at Boston Medical Center is targeting nurses’ contractually guaranteed rights and benefits to make even more money. In the weeks leading up to the picket, the hospital—in direct violation of the nurses’ contract—began refusing to honor contractually mandated summer vacation time as well as its negotiated agreements to pay nurses for overtime.

In the midst of all of management’s bad behavior, hospital CEO Elaine Ullian tried to show her “respect” for nurses by holding a Nurses Week ‘tea party’ on May 11—which, of course, was the very reason the unionized nurses at BMC decided to picket on May 11 to begin with.

Management’s efforts to marginalize the BMC nurses started at a time when nurses were working harder and faster to deliver quality care under the hospital’s effort to decrease the length of stay for hospital patients. The newly installed director of nursing has shown a blatant disrespect for the nursing staff and their elected union leaders by refusing to even attend scheduled committee meetings to discuss concerns nurses have about staffing and the current negative work environment.
The uninsured will decide what is affordable

By Bill Walczak

The first thing I want to say in this edition of my blog is that my earlier entry (as seen in the April edition of the Massachusetts Nurse) produced some very negative comments from some good people that I’m generally on the same side with on issues dealing with health care for poor and working class people.

It seems that questioning the impact of Chapter 58 on the poor has become the equivalent of wanting to destroy Chapter 58 to some advocates who worked so hard to pass it.

So, not that it matters, but let me say that I’ve spent over 30 years trying to get the poor and working poor access to care, and I do not mean to have my questioning of Chapter 58 indicate that I’m not in favor of providing insurance for everyone, or that I think Chapter 58 is a failure, or cannot be changed sufficiently to ensure this is done. My questions on Chapter 58 are to make sure that someone is asking questions about the impact of Chapter 58 on the working poor, who are the large majority of patients at the Codman Square Health Center.

Reality of health law in future

What’s amazing about the debate is that it’s still mostly a debate among health care professionals. I’ve asked many people, even people who work in health care, about the impact of Chapter 58, and [almost] all poor people are in debt—many of them up to their ears… So where’s the money going to come from for this additional expense? Hopefully not from plastic money.

Another question is whether any price is affordable to the working poor or even working class. We know that virtually the entire working class and [almost] all poor people are in debt, many of them up to their ears… So where’s the money going to come from for this additional expense? Hopefully not from plastic money.

Working poor deeply in debt

Another question is whether any price is affordable to the working poor or even working class. We know that virtually the entire working class and [almost] all poor people are in debt—many of them up to their ears… So where’s the money going to come from for this additional expense? Hopefully not from plastic money.

Sign an online petition against inadequate Massachusetts health coverage

The recently enacted health reform in Massachusetts is set to compel uninsured residents to purchase their own health insurance starting this summer or face stiff penalties. However, the state is offering plans with skimpy coverage and little real health security for residents to satisfy this requirement.

Join health care providers across the state in opposing these inadequate insurance plans and calling for comprehensive, single-payer reform.

We invite you to read and sign your name to this online petition which is available at www.pnhp.org/MApetition.php. Please lend your support to the petition by forwarding this e-mail to at least ten of your friends and colleagues!

Signed,

Marcia Angell, MD
Senior Lecturer
Harvard Medical School
Former Editor-in-Chief, NEJM

Simon Abtarianis, MD
Chief Medical Resident
Cambridge Hospital

David Himmelstein, MD
Associate Professor of Medicine, Harvard Medical School, Co-Founder, PNHP

Michael Hochman, MD
Medicine Resident
Cambridge Hospital
Sussanne King, MD
Private Practice
Berkshires

Bernard Lown, MD
Professor Emeritus
Harvard School of Public Health
Nobel Laureate

Arnold Relman, MD
Professor Emeritus
Harvard Medical School
Former Editor-in-Chief, NEJM

Julius Richmond, MD
Professor Emeritus
Harvard University
Former U.S. Surgeon General

Jeffrey Scavron, MD
Medical Director
Brightwood Health Center

Julie Silverhart, MD
Geriatrics Fellow
Beth Israel Deaconess Medical Center

Steffie Woolhandler, MD
Associate Professor of Medicine
Harvard Medical School
Co-Founder, PNHP

Andrew Wilper, MD
Medicine Fellow
Harvard Medical School

Contact Massachusetts Physicians for a National Health Program with any questions regarding the new health reform law or the petition opposing high cost-sharing health plans. We can be reached at 617-723-7001 or by email at director@masscare.org.
Putting safe ratios in your contract won’t protect your patients

As the debate over unsafe staffing conditions in hospitals continues, some of you have asked why the MNA doesn’t address this problem through the process of contract negotiations. Well, in particular circumstances, some bargaining units have selected to do just this. But in terms of why the association, along with the Coalition to Protect Massachusetts Patients, is pursuing legislation as the vehicle to best resolve this problem as opposed to contract bargaining, here’s the rationale.

1. Patients don’t generally get to choose their hospital. Patients generally do not have the opportunity to select at which hospital their doctor will care for them. Even if they did, assuring appropriate safe nurse staffing levels would be a roll of the dice without legal safe limits in place. There should be a safe, predictable standard of care no matter where patients receive care.

2. It’s not a nursing issue, it’s a patient care issue. Patients need to have the ability to enforce their right to safe patient care. Without legislation patients have little or no recourse, other than a lawsuit, after the fact. And even then, it’s just that: after the fact. A lawsuit won’t reattach a leg. It won’t bring back a kidney. And it won’t bring back the dead for that matter. On this issue, getting ahead of the problem is paramount if preventing bad things from happening, like body bags, is the goal.

3. Not all hospitals are unionized. Not all nurses have a protected voice for their patients in Massachusetts. Of 68 hospitals in the state, MNA represents nurses in 51. While nurses in the non-represented hospitals clearly derive a benefit from the bargaining and working conditions earned by their counterparts in the unionized facilities, they have no power to enforce safe staffing standards and no protection if they want to advocate for change. We often take for granted our comfort level in speaking out compared to nurses in non-union facilities. Not too many folks in non-union places are comfortable speaking with the press on the current state of affairs. But rest assured, in polls conducted by outside firms, nearly nine in 10 nurses (non-union and union) overwhelmingly support enforceable staffing limits and wholeheartedly support the legislation.

4. Patients shouldn’t have to wait for safe care. For unionized nurses, some issues addressed by contract language are too time sensitive for the traditional dispute resolution process—namely arbitration. Nor should they require a third party arbitrator to enforce. You have a license to make the decisions about what is safe for a patient, an arbitrator doesn’t. More importantly, the patient is not going to care or be interested in finding out, months or years after the fact, who was right. The patient needs and deserves safe patient care now. This isn’t to say addressing the issue in the contract isn’t without its merits. Certainly when a schedule comes out with holes in it or when management attempts to push another patient on you, you have enforceable rights—but that’s only half the equation. How does the patient get the right to enforce a safe staffing standard? A law stipulating that right and the standard is the only way.

5. Bargaining for staffing levels will likely require a strike vote. Rest assured, if you seek to bargain safe patient limits the hospital will likely force you to strike over it. It is a bitter irony for nurses to have to withhold care in order to give safe care. Additionally, assuming you successfully bargain safe staffing numbers it may then become the primary issue to address in each and every contract as management then attempts to erode them. Other issues related to working conditions will undoubtedly have to take a back seat to an issue that is clearly the responsibility of the hospital, that issue being patient safety. It shouldn’t take contract negotiations and the threat of a strike to make them achieve their mission. And the fact is, each local bargaining unit’s relative strength varies and the extent of that strength will be what determines the standard of care that is negotiated. The ultimate standard of care achieved will depend on whether or not and for how long nurses are willing to strike. As a result, the standard of care from hospital to hospital would likely vary which frankly undermines the intent of creating a safe staffing standard.

Patients need to have the ability to enforce their right to safe patient care.

Without legislation patients have little or no recourse, other than a lawsuit, after the fact. And even then, it’s just that: after the fact.

The evidence linking RN-to-patient assignments to patient outcomes is overwhelming. Should a patient’s care level be determined by a local bargaining unit’s ability to negotiate safe staffing levels? This issue shouldn’t be safeguarded only by contract language—it’s a public health policy issue. Hospital patients should expect that the nurses caring for them can do their jobs.

6. With the medical evidence overwhelming, patient care should not be left to chance. At this point, the evidence linking RN-to-patient assignments to patient outcomes is overwhelming. Should a patient’s care level be determined by a local bargaining unit’s ability to negotiate safe staffing levels? The MNA doesn’t think so. This issue, while enhanced by contract language, shouldn’t be safeguarded only by contract language—it’s a public health policy issue. Hospital patients should expect that the nurses caring for them can do their jobs, wherever those jobs may be. Ultimately, the MNA, its 23,000 members, and the hundreds of thousands of citizens and activists represented by the Coalition to Protect Massachusetts Patients, along with the power of the many thousands of nurses not affiliated with MNA who support this measure, have the power and clout to negotiate the real solution to this problem: a contract with the commonwealth of Massachusetts—a law—to finally set a safe and enforceable standard of care for all residents in all hospitals. You are all part of the negotiating team. Stay informed and involved and success will be at hand.
A delegation of nurses from a variety of MNA facilities traveled to Washington, D.C., in April to meet with members of the Massachusetts Congressional delegation to discuss a variety of issues, including pending RN staffing legislation, the Kentucky River decision and conditions at local facilities. This trip was a continuation of the MNA’s goal to build stronger relationships with our federal elected officials, as well as to establish and maintain a presence in Washington as a critical voice on health care issues.

“I feel it is vital for nurses who are directly involved in delivering patient care to have a voice in decisions which greatly impact our profession and our practice,” remarked Kathy Metzger, RN and bargaining unit chair at Brockton Hospital, when discussing why she chose to make the trip.

Metzger was joined by Beth Piknick, MNA president and staff nurse at Cape Cod Hospital; Donna Kelly-Williams, MNA vice president and RN at Cambridge Hospital; Trish Powers, RN and a member of the negotiating committee from Brigham and Women’s Hospital; Betty Sparks, RN at Newton-Wellesley Hospital and treasurer of the MNA’s political action committee; Karen Coughlin, vice president of Unit 7 and a nurse at Taunton State Hospital; and Suzanne Smith, a recently retired nurse from Somerville. The nurses were joined by Region 3 community organizer Barbara “Cookie” Cooke, Executive Director Julie Pinkham and political organizer Riley Ohlson.

During the visit the nurses met with Congressman Barney Frank’s senior policy advisor Joe Racalto, Congressman Michael Capuano’s senior legislative assistant Kaitlin McColgan, Congressman Stephen Lynch and his legislative assistant Pete Sally, and Congressman Ed Markey and his legislative assistant Katharine Reinhalter.

The next lobbying trip will be in September and the goal will be to meet with members of Congress from Central and Western Massachusetts and the North Shore. If you are interested in becoming more involved in the MNA’s legislative and political program, contact Riley Ohlson at 781-830-5740.
The Congress on Health Policy and Legislation saw a flurry of endorsement requests and renewed participation in the first few months of 2007. The Congress is responsible for crafting public policy that maintains the integrity of the nursing profession, protects the scope of nursing practice and improves our capacity to provide quality patient care. It is also responsible for reviewing requests for the MNA’s endorsement of proposed legislation and recommending appropriate pieces to the Board.

Since the start of the 2007-2008 legislative session the Congress has already looked at a wide array of endorsement requests. So far it has recommended, and the board has endorsed, legislation that would give public employees the right to strike. Currently public sector RNs and health professionals do not have the right to strike, leading to lengthy negotiations like those endured recently by the MNA’s Unit 7 members.

The Congress currently has eight sitting members from all over the state and with a wide range of specialties. Donna Dudik, a staff nurse at Boston Medical Center from Weymouth, and Sandra Hottin, a staff nurse at Mercy Hospital from Agawam, are returning to the Congress for their second and fourth years respectively. Ann Eldridge Malone, executive director of the Alliance to Defend Health Care and a member of the nursing faculty at UMass Boston, served in the 1990s and is returning after a brief hiatus. New to the Congress—although certainly not MNA activism—are Kathy Charette, an RN, a staunch MNA supporter and the lead sponsor of the MNA’s safe patient handling bill to close corporate tax loopholes, and a bill supported by the Massachusetts Senior Action Council that would provide prescription drug cost relief to seniors. A number of other bills are currently going through the process as well and will be coming before the Board soon.

The Congress is in the process of adding additional members. If you would like to get involved with the Congress please contact Riley Ohlson at 781-830-3740.

Hats off to the nurses of Worcester and Rep. Callahan

Nurses from MNA bargaining units across Worcester gathered on April 5 to applaud their recent contract victories and union solidarity at a “spring fling” event hosted by state Rep. Jennifer Callahan. The nurses also had the opportunity to celebrate and thank Callahan—an RN, a staunch MNA supporter and the lead sponsor of the MNA’s safe patient handling bill—for faithfully joining nurses on picket lines and at rallies, as well as for being a champion of safe staffing. The event was held at held at Cora Seafood in Worcester.
When it comes to union activity, politics matters!

By Joe Twarog

All too often one hears hard working, solid citizens and active union members saying that “I will be active in the union, but I don’t believe in getting involved in politics.” This is stated as if “politics” is some sort of filthy disease that will contaminate whatever else they are involved with.

Yet our everyday world is immersed in politics. It is part of the fabric of our lives. One cannot avoid it. It pervades our society for better or for worse. In fact, it is somewhat naïve to believe that by ignoring this area of life it will then be neutralized.

Consider how the political sphere impacts workers’ lives, both locally and nationally. Here are some recent examples.

- The National Labor Relations Board, under the current administration, has been so politicized that nurses’ right to a union is threatened by anti-union decisions such as the Kentucky River and Oakwood cases. In these cases the board has redefined the term “employees” by claiming that many of the daily independent decisions nurses make as professionals makes them “supervisors” and therefore ineligible to be in a union.

- Two then newly elected governors who took office in 2005 in Indiana and Missouri rescinded collective bargaining rights for public employees in those states by executive order on their first day in office! This forced public sector unions to disband in those states.

- Former Gov. Mitt Romney repeatedly tried to have public sector “supervisors,” who currently have collective bargaining rights under Mass. General Laws, Chap. 150 (e), denied those rights.

- California Gov. Arnold Schwarzenegger’s attacks on organized labor through initiative petitions (all of which failed at the ballot box).

- The Secret Ballot Protection Act, which would outlaw union recognition through card check sponsored by Rep. Charlie Norwood (R-Ga.) and Sen. Jim DeMint (R-S.C.) and would mandate government-supervised secret ballot elections as the sole manner for a union to become recognized in the workplace.

- President Bush’s denial of union rights to Homeland Security employees in the name of expediency.

- Congressional minority party opposition to the expansion of rights under the Family and Medical Leave Act.

- Weingarten rights, which allow for representation in investigatory interviews with supervisors that could result in discipline, have been revoked for non-union workplaces by the NLRB.

- Former New York mayor and current presidential candidate Rudy Guiliani publicly (with all of the media watching and recording) praised the police and firefighters after the tragedies of Sept. 11, 2001, and then bought them privately tooth and nail for their requests for better equipment, better safety protections and better staffing.

- “The Family Time Flexibility Act” introduced by Rep. Judy Biggert (R-Ill.) and “The Family Time and Workplace Flexibility Act” introduced by Sen. Judd Gregg (R-N.H.) are designed to undermine some basic provisions of the Fair Labor Standards Act, including the 40-hour workweek—allowing employers to work their employees almost unlimited hours. It is important to note that already the average employee in the U.S. now works 350 hours more per year than does the typical European worker (according to the National Organization for Women).

- Last year’s Congressional debate to eliminate the minimum wage ($5.15 per hour) was opposed by inserting “poison pill amendments” such as that offered by Sen. Enzi (R-Wyo.) which would have gutted several provisions of the Fair Labor Standards Act by eliminating wage and hour protections for millions of workers, cutting overtime pay by replacing the 40-hour workweek with an 80-hour, two-week work period and lowering wages for tipped workers.

- Yet the opponents of unions and workers’ rights firmly believe in political action. They do not take any hands-off purist line that “politics is dirty.” They work tirelessly to undercut union rights by massive funding campaigns to get their like-minded candidates elected and then legislation passed. In 2004 alone, the U. S. Chamber of Commerce spent $24.5 million lobbying the federal government, generally in opposition to bills that would increase workers’ rights on the job.

- But with a new Congress, there is hope on the horizon. There is finally legislative action in the area of major labor law reform. At least two significant measures have been introduced for debate:

- 1. The Employee Free Choice Act (see the Massachusetts Nurse January 2007 for a full description of this bill.)Sen. Edward Kennedy (D-Mass.) introduced the legislation in the Senate (S.1041) and Reps. George Miller (D-Calif.), Robert Andrews (D-N.J.), and Peter King (R-N.Y.) introduced the bill in the House.

- 2. The Re-Empowerment of Skilled and Professional Employees and Construction Tradesworkers (RESPECT) Act (H.1644/ S.969) to protect the rights of workers now threatened to be categorized as “supervisors” and denied their rights to organize and limit the ability of employers to take away union protections was introduced in the Senate by Sens. Christopher Dodd (D-Conn.), Kennedy and Richard Durbin (D-Ill.), and in the House by Reps. Rosa DeLauro (D-Conn.) and Andrews.

So politics in fact does matter. It is inescapable. Ignoring it does not make it all “go away,” but only allows those who do not necessarily have the best interests of workers to run freely with their own anti-worker agendas. There is a need for all MNA bargaining units to become actively involved.

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.
The nurses at Tobey Hospital in Wareham are fighting for fairness and equality in their current contract negotiations. Southcoast Hospital Group includes Tobey Hospital, St. Luke’s Hospital and Charlton Memorial Hospital. Tobey is the only facility of the group that is unionized and represented by the MNA.

The Tobey RNs have been in negotiations since September. The key issue in these negotiations has been making sure the nurses get paid based on their years of experience. Nurses who have been hired in recent years have received appropriate credit for their nursing experience when placed on the salary scale. But in the 1980s and 90s, nurses who had worked at Tobey for many years agreed to salary freezes when the hospital was in financial trouble. Now these experienced and highly skilled nurses find they are being paid thousand of dollars less than the new hires who have essentially the same experience.

The nurses have presented a fair proposal to hospital management that would correct the equity problems but, thus far, Southcoast has refused to correct these problems. As a result the RNs at Tobey have decided to take their story to the community. They made their case before the local town boards of Wareham and Bourne, speaking during the public comment portion of the meetings. Sharon Barsano, chair of the bargaining unit, passionately explained that, “Tobey nurses provide exceptional patient care. Many of them choose to receive their care and the care of their loved ones at the hospital where they work.”

Meetings of town boards are video taped and run repeatedly on the local cable television station, so these efforts have helped to get the message out to the wider community. “Now we are asking for the community’s help,” Barsano added. “We are frustrated with Southcoast’s lack of recognition for the excellent care that our experienced nurses provide. The inequities we are looking to correct are small—but the message that the correction will send to our nurses is huge! Support the Tobey nurses and support quality patient care.”

The Tobey nurses also held an informational picket on May 21 outside of the hospital and passed leaflets out to the public as a way of asking for their support.}

Local boy supports the nurses

While walking the picket line on May 3, many of the Tobey nurses and their supporters were surprised to see a new face on the line: a seventh grade boy whose grandfather had been a patient at Tobey. The boy, whose name is Jacob, is on the left with his friend in front of the MNA bus. He came to the hospital and walked the picket line with the nurses for more than two hours.

Jacob’s grandfather had once been a patient in the ICU and he used to ride his skateboard every day to Tobey after school, leave the skateboard at the nurses station and visit with his grandfather for a couple of hours. After his grandfather died, Jacob baked a cake for the nurses.

He said he came to the picket line to show his support. What he demonstrated was his gratitude to the nurses who made a difference and who cared for his grandfather in his final days. Jacob didn’t wear a suit or drive a fancy car. He didn’t write letters telling you that he values and respects you. But he did prove that you do not have to be an adult to have class!

Bargaining unit updates

Worcester school nurses

After only four bargaining sessions, the MNA has filed for mediation and has also filed an unfair labor practice charge with the Massachusetts Labor Commission against the Worcester School Committee for its failure to bargain in good faith.

Mercy Medical Center

An open membership luncheon was held May 16. This meeting provided members with a chance to meet with Diane Scherrer for a legislative update. A technology committee meeting was held jointly with Mercy and Providence Hospital nurses to continue to discuss proposed management changes to technology (as per their new contract language).

West Springfield school nurses

The nurses’ most recent contract was signed by management and will be ready for distribution before the end of the school year.

New England Medical Center

Nurses at NEMC have been stepping up action to improve their ability to give safe patient care. The ED nurses along with support from other bargaining unit members passed out leaflets at the hospital on April 18. The leaflets highlighted the continual problem of overcrowding in the ED and the hospital’s practice of accepting patients when there are no beds available. Many units are experiencing mandatory overtime or patient ratios the nurses feel are unsafe. Many units have been notifying management by writing letters or asking for meetings to discuss issues about staffing and other hospital policies they feel are detrimental to good patient care.
Staffing is also a major problem on the hospital's labor

In the intensive care units, the hospital has just informed

Staffing is particularly dangerous on the hospital's two

Last year, the hospital spent millions of dollars to

In addition to insufficient nursing staff, the hospital

Jeopardizing patient safety

Maintaining appropriate staffing levels is a constant strug-

• In the intensive care units, the hospital has just informed

• Staffing is particularly dangerous on the hospital's two

• Staffing is particularly dangerous on the hospital's two

A delegation of nurses from Lawrence General Hospital, led by Emergency Department nurse Scott Arthur, recently delivered a petition for safe staffing and a fair contract to their CEO. The petition contained more than 360 signatures, more than 90 percent of the bargaining unit. From left: Lan Chu, L&D; Terri Foerst, SCN; Georgette Croteau, L&D; Ruth Bellisti, Critical Care; Scott Arthur; Sue Gregory, L&D; Aline Champy, L&D; Elaine Warwick, L&D; Kathleen Farah, Critical Care; Dee Florent, Telemetry.

To address these concerns, the nurses have proposed con-

and patient care conditions for months and the hospital has
taken little or no action.

“This hospital is understaffed and nurses are often forced
to work in unsafe conditions while constantly worrying about
being mandated to work overtime. Instead of hiring the nurses
it takes to provide appropriate care, they are choosing to staff
this hospital via overtime, sometimes forced overtime or
requiring nurses to be on call—it's totally unacceptable,” said
Doreen Pacheco, a nurse in the outpatient surgery department
and co-chair of the nurses’ union. “I, like most of the nurses
who have worked at this hospital for years, have always been
proud to be a Lawrence General nurse, but I can’t say that
anymore. That’s why we are fighting so hard to change things.
It’s not only our license that is on the line here. For many of
us this is our community hospital too.”

To address these concerns, the nurses are seeking contract
language to prevent the hospital from routinely assigning
non-nursing duties to nursing staff in order to ensure nurses
can focus on providing the nursing care patients deserve.
The nurses are also seeking contract language to prevent the
hospital from using mandatory on-call as an alternative to
fully staffing the hospital.

In addition to meeting with the hospital to try and convince
them to improve the nurses’ staff levels voluntarily, the nurses
are committed to alerting the public of the current danger-
ous conditions to put pressure on management to provide
safer staffing.
The nurses are also working on the state level to support the
passage of House Bill 2059, The Patient Safety Act, which is
pending legislation that would require all hospitals to adhere
to safe staffing standards and would guarantee nurses a safe
limit on the number of patients they are assigned.

Improvements in workplace safety

When nurse staffing levels are low the potential for injuries
to nurses and workplace violence against nurses increases
dramatically. Nursing is one of the most dangerous profes-
sions. Nurses are injured on the job more than construction
workers and they are assaulted on the job more than police
officers and prison guards.
The nurses at LGH report that their members are concerned
about suffering injuries and assaults and other forms of work-
place violence, particularly in the emergency department.

To address these concerns, the nurses have proposed con-
tract language to require the hospital to work with the nurses
to ensure a safer work environment, including the creation
of enforceable policies and procedures to assist nurses with
the safe handling of patients to prevent muscular skeletal
injuries, along with procedures to decrease nurses’ exposure
to workplace violence. This language is common in many
nurses’ union contracts, including at Anna Jacques Hospital
and the facilities affiliated with Northeast Health Corpora-
tion, yet the management of Lawrence General Hospital is
refusing to adopt the language.

Hospital seeks benefit cuts

While failing to provide nurses with a fair salary and a
safe work environment, management has come to the table
seeking to take away a number of the contract’s long-standing
benefits. The most far-reaching is a proposal to take away a
prorated holiday benefit for part-time nurses. This benefit is
a standard benefit offered to nurses at area hospitals. More
importantly, taking away the benefit serves as yet another
disincentive for nurses working at LGH to stay at LGH.

“Because nursing is still a field dominated by women,
many of whom are parents with school-age children, many
nurses require a part-time schedule,” said Lee. “In fact,
when the hospital posts nursing jobs, very often they are
posting part-time positions. We couldn’t run this hospital
without the valuable contributions of part-time nurses.
At a time when we are struggling to hold onto our nurses
and attract nurses to this hospital, it is shortsighted to take
away this benefit.”

In anticipation of the scheduling of the first negotiating
session with a federal mediator, the nurses of LGH are
mobilizing to take their case directly to the public for support.
An open meeting has been scheduled for May 9 where a vote will
be taken on the need for an informational picket as well as
other job actions.

“Yes, this struggle is about a union contract,” said Pacheco.
“But it is also about more than that. The public has the most
to lose as a result of these negotiations and the hospital’s
response to our appeals for staffing improvements. For many
nurses, the outcome of these negotiations will decide their
future at this hospital. For patients, this is truly a matter of
their health and safety.”
MNA Member Discounts Save You Money

Personal & Financial Services

**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.

**CREDIT CARD PROGRAM**
Bank of America ................................................................. 800-847-7378
Exceptional credit card at a competitive rate.

**TERM LIFE INSURANCE**
Lead Brokerage Group ....................................................... 800-842-0804
Term life insurance offered at special cost discounts.

**LONG TERM CARE INSURANCE**
William Clifford ..................................................................... 800-878-9921, x110
Flexible and comprehensive long-term care insurance at discount rates.

**SHORT TERM DISABILITY INSURANCE**
ES New England Insurance Specialist LLC ......................... 888-474-1959
Six-month disability protection program for non-occupational illnesses & accidents.

**LONG TERM DISABILITY INSURANCE**
Lead Brokerage Group ....................................................... 800-842-0804
Provides income when you are unable to work due to an illness or injury.

**RETIREMENT PROGRAM**
American General Financial Group/VALIC ......................... 800-448-2542
Specializing in providing retirement programs including 403(b), 401(k), IRA, NQDI, Mutual Funds, etc.

**DISCOUNT TAX PREPARATION SERVICE**
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-appraisals.

**LIFE & ESTATE PLANNING**
Law Office of Dagmar M. Pollex ......................................... 781-535-8490
10-20% discount on personalized life & estate planning.

**NEW** Blue Cross Blue Shield
Health insurance plan details are available by calling 800-422-3545, ext. 65414

Products & Services

**AUTO/HOMEOWNEINS INSURANCE**
Colonial Insurance Services, Inc. .......................................... 800-571-7773 or 308-339-3047
MNA member discount is available for all household members. No service changes when choosing convenient EFT payment plan. Prices competitive with AAA. For a no obligation quote visit www.colonialinsuranceservices.com.

**CELLULAR TELEPHONE SERVICE**
Cingular Wireless .............................................................. 800-882-2056, ext. 726
Good news! MNA members can now go to any Cingular Wireless company store for all transactions. 8% discounts on rate plans, 20% on accessories.

T-Mobile .............................................................................. 866-646-8662
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 ............................................................... 401-633-4599
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 or visit 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**

**MSS BGUING POWER** ...................................................... 866-271-2196
Mass Buying Power is a no-cost, no-obligation benefit offered to MNA members. Before you make your next purchase visit www.massbuy.com for any new products and services. Log in as a group member (sign-in name: MNP, password: MNP)

**DISCOUNT PRODUCTS BY MEMBER ADVANTAGE**

**MEMBER ADVANTAGE** .................................................. 781-828-4555 or 800-232-0872
Discount prices on a wide range of products. Nationwide shipping or local pickup available. Register at mmadiscountproducts.com (Company code: MNA2006).

**OIL BUYING NETWORK DISCOUNT**
Oil Buying Network ......................................................... 800-660-4328
Lower your 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 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 Cardelle. Visit http://membership.brooksbrothers.com. (ID=87400, PIN=97838)

**TRAVEL & LEISURE**

**AVIS RENTAL CAR 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.avis.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 release). Call to order by phone with Mastercard or Visa.

**DISCOUNT HOTEL & TRAVEL PRIVILEGES**
Choice Hotels International (SOS Program) ......................... 800-238-2847
20% discount on participating Comfort, Quality, Clarion, Sleep, Econo Lodge, Rodeway & MainStay Suites, Inns & Hotels. Advanced reservations required mention SOS Program #00801502. Membership in Guest Privileges Frequent Traveler Program.

**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.

**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** .................................. 888-777-2131
Log onto the MNA Web site at 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 (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 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 nominations and election policies and procedures

The MNA is a membership-driven organization and its agenda is set by members for members. This process begins when members run for open seats on the MNA’s Board of Directors during the organization’s annual democratic election process. This area of the newsletter contains important information about that process, including the policies and procedures for elections, descriptions of offices and positions and a preliminary “consent to serve” form for candidates who want to declare their candidacy for specific positions.

If you’ve ever thought that the MNA could do things better, or should take on issues and policies that are new and different, this is your opportunity to participate in the process of making that happen. The health of any organization or democracy is evidenced by the degree of competition within its election process. Remember, democracy is a participatory sport. Please consider running for office. Your participation is welcomed and will be greatly appreciated by your fellow nurses.

1. Nomination process and notification of nominees

A. All candidates for office, submitting papers to the Nominations & Elections Committee, shall be notified in writing upon receipt of materials by the MNA staff person assigned to the Nominations & Elections Committee. The letter of acknowledgement will identify the office sought. All notifications will be sent by MNA no later than June 15 of each year. If no acknowledgment has been received within 7 days of sending the consent to serve form, it is the nominees’ responsibility to contact MNA regarding the status of their nomination.

B. All candidates must be an MNA member or a Labor Program member in good standing at the time of nomination and election.

C. A statement from each candidate, if provided, will be printed in the Massachusetts Nurse. Such statements should be limited to no more than 250 words.

2. Publication of ballot

A. Preliminary Ballot: All candidates who are members in good standing shall have their names printed on the ballot provided the nomination papers have been received by the Nominations & Elections Committee or designee by the deadline date established by the committee and communicated in the Massachusetts Nurse. The order names are listed on the ballot is determined by random selection.

B. Final Ballot: All candidates who are members in good standing, shall have their names printed on the ballot provided the nomination papers have been received by the Nominations & Elections Committee or designee by the deadline date established by the committee and communicated in the Massachusetts Nurse. The order names are listed on the ballot is determined by random selection by the Nominations & Elections Committee or their designee. All candidates will receive a draft copy of the Final Ballot prior to the Election Mailing for verification purposes. Confirmation/request for corrections to the ballot should be made in writing to the Nominations and Elections Committee or their designee postmarked within seven days of receipt of the draft ballot.

For uncontested positions the Nominations & Elections Committee may solicit candidates, accept late applications, and add to the ballot after the final candidate deadline with approval of the majority of members of the Nominations & Elections Committee present and voting.

C. Ballot Information: All inquiries related to deadlines, status, policies, eligibility to vote and receipt of ballots are to be addressed to the staff person to the Nominations & Elections Committee or a designee.

3. Publication of policies/procedures/campaign practices

All policies, procedures and campaign practices related to the MNA elections shall be distributed to candidates upon receipt of their nomination papers. Notice to all members of availability shall be published in the Massachusetts Nurse annually.

4. Campaign practices

A) All candidates shall have access to the following: membership lists/labels; structural unit rosters; bargaining unit rosters; and MNA on-site mailboxes. Candidates may also have access to campaign space in the Massachusetts Nurse and may request time on structural unit and bargaining unit agendas. The following conditions must be met.

1. Request for labels/lists/rosters* must be in writing and signed by the candidates. All requests will be honored provided they comply with the MNA information/label request policies.

2. Requests from the candidate for time on structural unit or bargaining unit agendas must be in writing and directed to the appropriate chair. The staff person for the group must also be notified of the request. All candidates for a specific office must be provided with equal access and time.

3. Structural units and bargaining units may invite candidates to speak at a meeting. All requests must be in writing and signed by the office sought.

4. Costs for labels/labels in the Massachusetts Nurse, and mailing shall be the responsibility of the candidates. Labels will be provided at cost. Ad space in the Massachusetts Nurse will be at a specific advertising rate.

5. Records of requests received, the date of the request, as well as distribution of materials shall be kept by the MHA Membership Department.

6. All campaign mailings utilizing MNA membership labels shall be sent through a mailing house designated by the MNA. Mailing utilizing rosters may be done directly by the candidates.

7. The membership list shall be available for review/inspection, by appointment with the Membership Department. Lists or records must remain on the premises.

B) All candidates must follow acceptable practices in the acceptance of goods, services and contributions. This includes:

1. Employers shall not provide money, supplies, refreshments or publication of any endorsement on behalf of a candidate.

2. Candidates may not use MNA, Region or employer stationary to promote their candidacy.

3. Candidates may not use postage paid for by MNA, Region or an employer to mail literature to promote their candidacy.

4. Neither MNA its structural units or bargaining units may use dues money for a function to promote the candidacy of a particular candidate. MNA may sponsor a function at which all candidates for a particular office are invited and no candidate is shown preference over another.

5. Individual members may make voluntary contributions of money, goods or services to a candidate.

6. The amount that a candidate may expend in campaigning is not limited by MNA.

7. MNA elected and appointed officials may endorse candidates. In the event that the endorsement is to appear in the Massachusetts Nurse, then only the endorsement must be verified on the official MNA Campaign Endorsement Form and must accompany ad copy. However, no endorsements may carry identification as to the MNA office held by the endorser (see attachment A).

8. MNA staff shall not wear promotional materials of any candidate or in any manner promote the candidacy of any individual.

9. Candidacy shall not use the MNA corporate logo on campaign materials.

10. Campaigning or campaign materials are not allowed on MNA premises with the following exceptions:

   - When invited to a MNA structural unit or bargaining unit meeting.

   - Meeting attendees may wear promotional material.

5. Ballot/voting instructions

A. Ballot will be mailed at least 15 days prior to the date which it must be mailed back (postmarked).

B. Complete area (as per instructions on form) next to the name of the candidate of your choice. You may vote for any candidate from any Region.

C. Do not mark the ballot outside of the identified area.

D. Write-in votes shall not be considered valid and will not be counted.

E. Enclose the correct and completed voting ballot in an envelope (marked Ballot Return Envelope), which does not identify the voter in anyway, in order to assure secret ballot voting. ONLY ONE BALLOT MAY BE PLACED IN THE ENVELOPE.

All mailing envelopes will be separated from the inner envelope containing the ballot before the ballots are removed, to assure that a ballot can in no way be identified with an individual voter. (At the discretion of the Nominations & Elections Committee, mailing envelopes containing the voter’s name and address may be checked off on a master membership list. This process may be of the total membership list, or randomly selected envelopes.)

If the mailing envelope has been misplaced, another envelope can be substituted. This envelope must be addressed to: MNA Secretary, c/o Contracted Election Administrator, ____________ 

6. Observation

A. Each candidate or their designee who is a current MNA member or Labor Relations Program member is to be permitted to be present on the day(s) of the opening and counting of the ballots. Notification of intent to have an observer present must be received in writing or electronic message from the candidate 5 working days prior to the ballot counting date.

B. Each observer must contact the MNA staff person assigned to the Nominations & Elections Committee 5 working days prior to the day in question for space allocation purposes only.

C. The observer must provide current MNA membership identification to election officials and authorization from the candidate.

D. No observer shall be allowed to touch or handle any ballot or ballot envelope.

E. During all phases of the election process, the single copy of the voter eligibility list will be present for inspection.

F. All observers and candidates will keep election results confidential for 72 hours after the ballot procedure is completed and certified.

7. Candidate notification

A. Results of the MNA Election will be made available to candidates (or their designee) within 72 hours after completion of the ballot counting. Only the names of those elected will be posted on the MNA website when all candidates have been notified after the ballot procedure is completed and certified. Hard copies of the election results shall be sent to each candidate.

B. Results of the MNA election will be kept confidential until all candidates
**Consent to Serve for the MNA Regional Council 2007**

I am interested in active participation in MNA Regional Council

- At-Large Position in Regional Council
  
  I am a member of Regional Council
  
  _Region 1_ _Region 2_ _Region 3_ _Region 4_ _Region 5_

General members, labor members and labor program members are eligible to run. General means an MNA member in good standing and does not have to be a member of the labor program. Labor means an MNA member in good standing who is also a labor program member. Labor Program Member means a non-RN Healthcare Professional who is a member in good standing of the labor program.

Please type or print — Do not abbreviate

Name & credentials

(As you wish them to appear in candidate biography)

Work Title ________________________  Employer ____________________________

MNA Membership Number ________  MNA Region __________

Address ____________________________________________________________________________

City ____________________________  State __________  Zip ______________________

Home Phone ________________________  Work Phone ____________________________

Educational Preparation

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<th>School</th>
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Present Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.)

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

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Candidates may submit a typed statement not to exceed 250 words. Briefly state your personal views on nursing, health care, and current issues, including, if elected, what your major contribution(s) would be to the MNA and in particular to the position which you seek. This statement will be used in the candidate biography and published in the *Massachusetts Nurse*. Statements, if used, must be submitted with this consent-to-serve form.

Signature of Member

Signature of Nominator (leave blank if self-nomination)

**Postmarked Deadline:** Preliminary Ballot: March 31, 2007
Final Ballot: June 15, 2007

Return completed forms to:
MNA Nominations & Elections Committee
340 Turnpike Street
Canton, MA 02021
### Consent to Serve for the MNA 2007 Election

I am interested in active participation in the Massachusetts Nurses Association.

#### MNA General Election

- **President, General**, 1 for 2 years
- **Secretary, General**, 1 for 2 years
- **Director, Labor** (5 for two years) [1 per Region]
- **Director At-Large, General** (3 for 2 years)
- **Director At-Large, Labor** (4 for 2 years)
- **Labor Program Member** who is a non-RN health-care professional (1 for 2 years)

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

#### Present Offices/Association Activities (Committee, Congress, Regional Council, Unit, etc.)

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### MNA 2007 Election

#### Preliminary Ballot

- **President, General**, 1 for 2 years
- **Secretary, General**, 1 for 2 years
- **Region 1**
- **Region 2**
- **Region 3**
- **Region 4**
- **Region 5**

#### Final Ballot

- **Region 1**
- **Region 2**
- **Region 3**
- **Region 4**
- **Region 5**

### Postmarked Deadline:

- **Preliminary Ballot**: March 31, 2007
- **Final Ballot**: June 15, 2007

### Return To:

- **Nominations and Elections Committee**
- **Massachusetts Nurses Association**
- **340 Tumpke Street, Canton, MA 02021**

- Hand delivery of material must be to the MNA staff person for Nominations and Elections Committee only.
- Expect a letter of acknowledgment (call by June 1 if none is received).
- Retain a copy of this form for your records.
- Form also available on MNA Web site: www.massnurses.org

*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 & 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.*
Honor your peers with a nomination for 2007 MNA awards

One of the greatest honors one can achieve is the recognition of one’s peers. In this fast-changing health care system in which nurses strive daily to carry out their duties to their patients, there is very little time for them to acknowledge their own professional accomplishments and those of their peers. The MNA awards are established by the membership with the approval of the MNA Board of Directors. They offer all members an opportunity to recognize nurses who, by their commitment and outstanding achievements, have honored us all. These are often nurses and other individuals who accomplish extraordinary things and who challenge us all to achieve excellence.

Elaine Cooney Labor Relations Award: Recognizes a Labor Relations Program member who has made a significant contribution to the professional, economic and general welfare of nursing.

Judith Shindel Rothschild Leadership Award: Recognizes a member and nurse leader who speaks with a strong voice for the nursing community.

MNA Advocate for Nursing Award: Recognizes the contributions of an individual—who is not a nurse—to nurses and the nursing profession.

MNA Human Needs Service Award: Recognizes an individual who has performed outstanding services based on human need with respect for human dignity, unrestricted by consideration of nationality, race, creed, color or status.

MNA Image of the Professional Nurse Award: Recognizes a member who demonstrates outstanding leadership in enhancing the image of the professional nurse in the community.

MNA Nursing Education Award: Recognizes a nurse educator who has made significant contributions to professional nursing education, continuing education and/or staff development.

MNA Excellence in Nursing Practice Award: Recognizes a member who is a role model by contributing innovative, progressive ideas that serve to improve and enhance clinical nursing practice, including precepting students or new staff nurses.

MNA Research Award: Recognizes a member or group of members who have effectively conducted or utilized research in their practice.

Kathryn McGinn Cutler Advocate for Health & Safety Award: This award recognizes an individual or group that has performed outstanding service for the betterment of health and safety for the protection of nurses and other health care workers.

For detailed information on selection criteria and to receive a nomination packet, call Liz Chmielinski, MNA division of nursing, 781-830-5719 or toll free, 800-882-2056, x719. The nomination deadline is June 15, 2007.

Position descriptions for MNA elected offices

Running for and winning election to MNA offices is one of the most important ways for you to have an impact on your profession. An orientation is given to each elected member prior to assuming positions. An MNA staff person is assigned to each group to assist members in their work. Travel reimbursement to the MNA headquarters for elected members is provided. As stated in the MNA bylaws, absence, except when excused in advance by the chairperson, from more than two meetings within each period of twelve months from the date of assuming an elected or appointed position of the Board of Directors or a structural unit of the MNA shall result in forfeiture of the right to continue to serve and shall create a vacancy to be filled.

Board of Directors
The specific responsibilities and functions of the Board of Directors are to:
1) Conduct the business of the Association between annual meetings;
2) Establish major administrative policies governing the affairs of the MNA and devise and promote the measures for its progress;
3) Elect and evaluate the executive director;
4) The Board of Directors shall have full authority and responsibility for the Labor Program;
5) Adopt and monitor the association’s operating budget, financial development plan, and monthly financial statements;
6) Assess the needs of the membership;
7) Develop financial strategies for achieving goals;
8) Monitor and evaluate the achievement of goals and objectives of the total Association;
9) Meet its legal responsibilities;
10) Protect the assets of the association;
11) Form appropriate linkages with other organizations; and
12) Interpret the association to nurses and to the public. Meets 10 times per year, usually a full day meeting held on the third Thursday of the month. Board members are expected to attend the annual business meeting held during the MNA Convention in the fall.

Center for Nursing Ethics
The Center for Ethics and Human Rights focuses on developing the moral competence of MNA membership through assessment, education and evaluation. It monitors ethical issues in practice; reviews policy proposals and makes recommendations to the Board of Directors; serves as a resource in ethics to MNA members, districts and the larger nursing community; works with MNA groups to prepare position papers, policies and documents as needed; and establishes a communication structure for nurses within Massachusetts and with other state and national organizations. Meets eight to 10 times per year at MNA for two to three hours.

Congress on Health and Safety
The Congress on Health and Safety identifies issues and develops strategies to effectively deal with the health and safety issues of the nurses and health care professionals. Meets eight to 10 times per year at MNA for two to three hours.

Congress on Health Policy and Legislation
The Congress on Health Policy and Legislation develops policies for the implementation of a program of governmental affairs appropriate to the MNA’s involvement in legislative and regulatory matters influencing nursing practice, health and safety, and health care in the commonwealth. Meets eight to 10 times per year at MNA or MNA’s District 2 office in West Boylston for two to three hours.

Congress on Nursing Practice
The Congress on Nursing Practice identifies practice and safety issues impacting the nursing community, which need to be addressed through education, policy, legislation or position statements. Meets eight to 10 times per year at MNA for two to three hours.

Bylaws Committee
The Bylaws Committee receives or initiates proposed amendments to the bylaws and reports its recommendations to the Board of Directors and the voting body at the annual business meeting; reviews all new, revised, or amended bylaws of constituent districts for approval of conformity; reviews all MNA policies for congruency with existing bylaws; interprets these bylaws; Meets eight to 10 times per year at MNA for two to three hours.

Nominations and Elections Committee
The Nominations and Elections Committee establishes and publicizes the deadline for submission of nominations and consent-to-serve form; actively solicits and receives nominations from all constituent regions, Congresses, Standing Committees and individual members; prepares a slate that shall be geographically representative of the state with one or more candidates for each office; implements policies and procedures for elections established by the Board of Directors. Meets two to three times during the year for two to three hours at MNA headquarters. Limited conference call options are available. All updates and correspondence from the committee are conducted by email whenever possible.

White awarded fellowship in American Academy of Experts in Traumatic Stress

Donna White, PhD, RN, CADAC-II, longtime chairperson of MNA’s Addictions Nursing Council and Addictions Specialist at Lemuel Shattuck Hospital, was awarded fellowship in the American Academy of Experts in Traumatic Stress, a multidisciplinary network of professionals committed to the advancement of intervention for survivors of trauma, on Feb. 27. Fellowship is the academy’s highest honor and is bestowed on “diplomats who have made significant contributions to the field and to the academy.” She is also a past recipient of MNA’s prestigious Image of the Professional Nurse Award.

White, a recognized authority and resource in her field and she consults and lectures both locally and nationally. Her contributions to nurses and nursing in Massachusetts and to our membership are highly valued. MNA celebrates this singular honor, a result of her outstanding professional achievements.
## MNA Continuing Education Courses

### Fall 2007 Courses

### Basic Dysrhythmia Interpretation

<table>
<thead>
<tr>
<th>Description</th>
<th>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.</th>
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<tbody>
<tr>
<td>Speaker</td>
<td>Mary Sue Howlett, BSN, RN, CEN</td>
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<tr>
<td>Dates</td>
<td>Sept. 18, 2007 – Part One</td>
</tr>
<tr>
<td>Time</td>
<td>5 p.m. – 9 p.m. (light supper provided)</td>
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<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
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<tr>
<td>Fee*</td>
<td>MNA Members: Free; Others: $195</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>Will be provided.</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x719</td>
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### Anatomy of a Legal Nurse Consultant

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<tr>
<th>Description</th>
<th>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/healthcare practice, nurse expert witness role, risk management and other important considerations will be described. Professional certification will also be addressed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speakers</td>
<td>Legal Nurse Consultants, Southern New England Chapter of the American Association of Legal Nurse Consultants</td>
</tr>
<tr>
<td>Date</td>
<td>Sept. 27, 2007</td>
</tr>
<tr>
<td>Time</td>
<td>5:30 p.m. – 8:30 p.m. (light supper provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee</td>
<td>MNA and AALNC Members: $65; Others: $95.00</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>Will be provided.</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Liz Chiemiinski, 781-830-5719 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>

### Considerations for Sexual Assault Survivors

<table>
<thead>
<tr>
<th>Description</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speakers</td>
<td>Michelle Harper, JD</td>
</tr>
<tr>
<td>Date</td>
<td>Oct. 11, 2007</td>
</tr>
<tr>
<td>Time</td>
<td>5 p.m. – 9 p.m. (light supper provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee</td>
<td>MNA Members: Free; Others: $95</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>Will be provided.</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Liz Chiemiinski, 781-830-5719 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>

### Advanced Cardiac Life Support: Certification & Recertification

<table>
<thead>
<tr>
<th>Description</th>
<th>This American Heart Association course will provide information on the clinical management of cardiac and respiratory emergencies through a case study approach. Course content includes assessment, arrhythmia recognition, intubation, defibrillation and pharmacological interventions. This is a two day certification and a one 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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speakers</td>
<td>Carol Mallia, RN, MSN</td>
</tr>
<tr>
<td>Date</td>
<td>Oct. 16, 2007 (Certification)</td>
</tr>
<tr>
<td>Time</td>
<td>9 a.m. – 5 p.m. (light lunch provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee*</td>
<td>Certification: MNA members: Free*; Others: $250</td>
</tr>
<tr>
<td>Recertification:</td>
<td>MNA members: Free*; Others: $185</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>Will be provided.</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Liz Chiemiinski, 781-830-5719 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>

### Interpreting Laboratory Values

<table>
<thead>
<tr>
<th>Description</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaker</td>
<td>Carol Mallia, RN, MSN</td>
</tr>
<tr>
<td>Date</td>
<td>Nov. 27, 2007</td>
</tr>
<tr>
<td>Time</td>
<td>5 p.m. – 9 p.m. (light supper provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee</td>
<td>MNA Members: Free; Others: $95</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>Will be provided.</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>

### Critical and Emerging Infectious Diseases

<table>
<thead>
<tr>
<th>Description</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speakers</td>
<td>Alfred DeMaria, MD</td>
</tr>
<tr>
<td>Maureen Spencer, RN, MEd, CIC</td>
<td></td>
</tr>
<tr>
<td>Thomas P. Fuller, ScD, CH, MSPH, MBA</td>
<td></td>
</tr>
<tr>
<td>Evelyn Bain, MEd, RN, COHN-S</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Nov. 2, 2007</td>
</tr>
<tr>
<td>Time</td>
<td>8 a.m. – 4 p.m. (light lunch provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee*</td>
<td>MNA Members: Free; Others: $195</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>6.0</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Liz Chiemiinski, 781-830-5719 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>

### Oncology for Nurses

<table>
<thead>
<tr>
<th>Description</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaker</td>
<td>Mary Lou Gregory-Lee, MSN, RN, NP, Adult Nurse Practitioner</td>
</tr>
<tr>
<td>Date</td>
<td>Nov. 7, 2007</td>
</tr>
<tr>
<td>Time</td>
<td>8 a.m. – 4 p.m. (light lunch provided)</td>
</tr>
<tr>
<td>Place</td>
<td>MNA Headquarters, Canton</td>
</tr>
<tr>
<td>Fee*</td>
<td>MNA Members: Free; Others: $195</td>
</tr>
<tr>
<td>Contact Hours</td>
<td>6.0</td>
</tr>
<tr>
<td>MNA Contact</td>
<td>Phyllis Kleingardner, 781-830-5794 or 800-882-2056, x719</td>
</tr>
</tbody>
</table>
### 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

| Registration | Registration will be processed on a space available basis. Enrollment is limited for all courses. |
| Payment | 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. |
| Refunds | 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. |
| Program Cancellation | MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA at 781-821-4625 or 800-882-2056 to determine whether a program will run as originally scheduled. Registration fees will be reimbursed for all cancelled programs. |
| *Contact Hours* | 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. To successfully complete a program and receive contact hours or a certificate of attendance, you must: |
| 1) Sign in |
| 2) Be present for the entire time period of the session and |
| 3) Complete and submit the evaluation |
| *Chemical Sensitivity* | 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.*

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**From Page 1**

“We are truly a full-service CE provider,” added McCabe. “And if you’re a member of the MNA there is currently no cost for MNA-sponsored continuing education.”

But it isn’t just members who are taking advantage of the MNAs wide menu of programs. In fact, nurses from across the globe are getting in on the action.

“We’ve had nurses from as far away as India and Jordan take advantage of our online continuing education,” explained Evie Bain, the coordinator of the MNA’s health and safety program. “Our online education activities, which now focus on health and safety, have been extremely successful. And we hope to incorporate additional programs in the future.”

**Programs that meet your needs**

**Traditional programs:** The MNA offers approximately 10 classes during both the fall/ winter and winter/spring seasons. Generally, these four-hour programs are offered in the evening. There are also individual full-day programs, although a few programs run for more than one day (i.e., the ACLS program is two-part series). To learn more about these programs turn to Page 14 or visit www.massnurses.org/ce.

**Regional programs:** Most MNA Regional offices are now offering at least one CE program to local members on an annual basis. Details specific to these programs are generally communicated via regional mailings, but members should feel free to contact their Regional MNA office for information about possible upcoming programs. Phone numbers for Regional offices are:

- **Region 1 (Western Mass.):** 413-584-4607
- **Region 2 (Central Mass.):** 508-756-5800
- **Region 3 (South Shore/Cape & Islands):** 508-888-5774
- **Region 4 (North Shore):** 978-977-9200
- **Region 5 (Greater Boston):** 781-821-8255

**Online programs:** The MNA currently offers its members online access to three of its own CE programs (Fragrance Free: Creating a Safe Healthcare Environment, Workplace Violence and the Latex Allergy Program). There are also a number of online programs offered by Medcom. To access the MNA’s online CE programs, visit www.massnurses.org/ce/onlineCE.htm.

**In-your-building programs:** MNA staff are available to present continuing education programs to you and your fellow nurses from inside your own facility or from another convenient location. To learn more, contact the MNA’s nursing division at 781-821-4625.

**Conference-style programs:** For the past two years, the MNA has offered members access to an all-day clinical conference where members can accrue several contact hours within an eight-hour day. This year’s clinical conference was held on May 18 at Worcester’s DCU center and was attended by 1,000 nurses. In addition to this once-a-year program, the MNA regularly holds other conference-style programs, including this past winter’s “Safe Patient Handling” conference and the upcoming June program entitled “Workplace Hazards to Nurses and Other Healthcare Workers: Promising Practices for Prevention.” For details on this upcoming conference, which will award attendees contact hours, see Page 20.  

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**Massachusetts Nurses Association**

**Web site Coordinator**

Produces, designs, maintains, updates, and upgrades all elements of the MNA web site and other web-based communications tools in concert with MNA mission goals and objectives. Develops and implements web strategies/solutions. Qualifications: BA degree with two plus years experience in web site production, design, and maintenance. Experience with HTML, JavaScript, Dreamweaver a must, Windows/MSO, database management, working knowledge of basic composition, page layout, art, and presentation packages such as Excel, PowerPoint, QuarkXpress, Adobe InDesign, PageMaker, Illustrator, and Photoshop. Banner ads, streaming video/audio and shockwave capabilities preferred. This position requires strong written and communication skills, excellent time and project management skills as well as experience and ability to work with a variety of people.

The Massachusetts Nurses Association (MNA) represents over 23,000 registered nurses & health care professionals. Salary commensurate with experience, Excellent benefits, position available immediately. To apply send resume to Shirley Thompson, Massachusetts Nurses Association, www.massnurses.org 340 Turnpike St. Canton, MA 02021 Tel: 781-821-4625 x711, Fax: 781-821-4445 or e-mail Sthompson@mnarn.org  MNA is an AA/EEO.
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.

*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.

For more information and a flyer on these great vacations, contact Carol Mallia at cmallia@mnarn.org with your mailing address.

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

• Bournewood 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, DeMarmelle Building, Room 116. Contact: LeRoy Kelly, 508-881-3192. Meets: Wednesdays, 5:30–6:30 p.m.
• Peer Group Therapy, 1354 Hancock Street, Suite 209, Quincy. Contact: Terri O’Brien, 781-964-9546. Meets: Thursdays, 5:30–7:30 p.m.
• Nurse Group, Caritas Norwood Hospital, 6th Floor Lecture Room A, Greenfield. Contact: Joan Hoyt, 508-790-1944. Meets: Wednesdays, 6:30–7:30 p.m.
• Nurses Peer Support Group, Ray Con, 1199. Meets: Thursdays, 7–8:30 p.m.
• Partnership Recovery Services, 121 Myrtle Street, Melrose. Contact: Jay O’Neill, 781-979-0262. Meets: Sundays, 6:30–7:30 p.m.

Central Massachusetts

• Professional Nurses Group, UMass Medical Center, 107 Lincoln Street, Worcester. Contact: 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

• Northern Massachusetts, 76 W. Main St., Suite 306, Hyannis. Contact: Kathy Hoyt, 508-979-1944. 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.
• Partnership Recovery Services, 121 Myrtle Street, Melrose. Contact: Jay O’Neill, 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.

Southern Massachusetts

• Professionals Support Group, 300 South St., Brookline. Contact: Donna White, 617-469-0300, x305. Meets: Wednesdays, 7:30–8:30 p.m.
• Health Care Professional Support Group, Caritas Norwood Hospital, Norwood. Contact: Jacqueline Sitte, 781-341-2100. Meets: Thursdays, 7–8:30 p.m.
• Partnership Recovery Services, 121 Myrtle Street, Melrose. Contact: Jay O’Neill, 781-979-0262. Meets: Sundays, 6:30–7:30 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 Williams, 508-854-7036 Meets: Mondays
• 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.

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

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
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

Congress on Nursing Practice to launch mentorship program
A mentorship program for MNA members will begin this fall. There will be two categories of programs: one for experienced nurses who want to become mentors and the other for nurses who want to be mentored.

The mentorship program was developed with three areas of concentration:

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

Mentors will need to attend a three-hour workshop focused on specific aspects of mentorship. Break-out sessions for the three categories of mentorship also will be featured.

For questions, call the Division of Nursing at 781-830-5714.

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
- Gift Certificates for Items or Services
- Works of Art
- Craft Items
- Memorabilia & Collectibles
- 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

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
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.

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.

Massachusetts School of Law at Andover
500 Federal Street, Andover, MA 01810
Tel: (978) 681-0800
Call or email us now for a school catalog.
email: mslaw@mslaw.edu

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.

<table>
<thead>
<tr>
<th>Region</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Regions</td>
<td>$35.55</td>
<td>5.0%</td>
</tr>
</tbody>
</table>

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

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.

Memorial Home
coffee break after a long shift.

Get your nursing degree on your own time
If the challenges of work, life or distance are preventing you from getting the quality education you want, Memorial@Home offers nurses the flexibility to make it happen.

Memorial University of Newfoundland is one of Canada’s top comprehensive universities, with 40 years of history as a leader in distance education. And, our students benefit from the mutual recognition agreement on accreditation between the Commission on Collegiate Nursing Education (CCNE) and the Canadian Association of Schools of Nursing (CASN/ACESI).

Visit www.distance.mun.ca/nursing or call 1-866-435-1336 to learn how completing a Bachelor of Nursing (Post RN) completely at a distance through Memorial@Home can open doors for you.
Introducing The New
MNA Home Mortgage Program
A new MNA family benefit

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
- 1/8 Point Discount off Points Incurred
- Free Pre-Approvals
- Low Rates & Discounts
- No Point/No Closing Cost Programs Available
- Also Available to Direct Family Members

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

Call The MNA Answer Line for program rates and details:

1.877.662.6623
1.877.MNA.MNA3

MA Lic. MC1775; NH Lic. # 8503-MBB; CT Lic. 10182; RI Lic. #20011277LB; ME Lic. #SLM5764. Not every applicant will qualify for these programs.
Workplace Hazards to Nurses and Other Healthcare Workers: Promising Practices for Prevention

June 7 & 8 • Best Western Hotel & Trade Center • Marlboro, MA

This conference is co-provided by the Massachusetts Nurses Association and the University of Massachusetts Lowell, School of Health and Environment.

Thursday, June 7
7:30AM - 8:30AM  Registration, continental breakfast and exhibitors
8:30AM - 8:40AM  Welcome and Introduction, MNA-UML
8:40AM - 10:00AM  Plenary: Panel One
- Craig Slatin, ScD
- Ainat Koren, PhD, RN
- Carole Pearce, PhD, RN
- Laura Punnett, ScD
10:00AM - 10:30AM  Break and Exhibits
10:30AM - 12:00PM  Plenary: Panel Two
- Lee Anne Hoff, PhD, RN
- Barbara Maun, PhD, RN
12:00PM - 1:00PM  Lunch and Exhibitors
1:00PM - 3:00PM  Breakout Sessions: Limited to 50

- Preventing Workplace Asthma: Consider the Cleaning Products
  Elise Pochter, MPH, CIH
  Anila Bello, MS
- Preventing Injuries to Nurses in Home Care Settings
  Pia Markkanen, ScD
  Margaret Quinn, ScD
- Preventing Needlestick/Sharps Injuries in Acute Care Settings
  Angela K. Laramie, MPH
3:00PM - 3:30PM  Break and Exhibits
3:30PM - 4:30PM  Breakout Reports

Thursday Evening Buffet & Musical Entertainment
by Jonathan and Annie Rosen of "Annie & the Hedonists"
6:30PM - 9:30PM

Friday, June 8
7:30AM - 8:30AM  Registration & continental breakfast
8:30AM - 8:40AM  Welcome and Introduction
8:40AM - 10:00AM  Plenary
- Nurses at Risk: Infectious Diseases
  Kate McPhaul, PhD, MPH, BSN
10:00AM - 10:15AM  Break
10:15AM - 12:15PM  Breakout Sessions: Limited to 50
- Protecting Staff through Pandemic Flu Planning
  Robert Naparstek, MD
- Preventing Exposure to Hazardous Drugs
  Kathleen Sperrazza, RN, MS
- Preventing Infectious Disease Transmission
  Thomas Fuller, ScD, CIH
- Preventing Workplace Violence
  Jane Lipscomb, PhD, RN
12:15PM - 1:15PM  Lunch
1:15PM - 2:00PM  Breakout Reports
2:00PM - 2:15PM  Closing Comments
Jonathan Rosen, CIH
2:15PM - 2:30PM  Evaluations

Important Information

Fees
Free to MNA members and staff and students of UMass Lowell; all others $150 for two-day registration, $75 for one-day registration. Registrations limited to 225. There will be a $35 charge to everyone wishing to attend the Thursday evening buffet.

Registration & Questions
Contact Susan Clish in the MNA Division of Health and Safety at 1-800-882-2056, ext. 723 or fax registration form to 781-821-4445. Include check off for breakout sessions; please indicate first, second and third choices for breakout sessions. Breakouts are limited to 50 participants each. If registering with a credit card, please call Susan Clish at 1-800-882-2056, ext. 723.

Contact Hours
Continuing nursing education contact hours will be 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. To successfully complete a program and receive contact hours you must: 1) sign in, 2) be present for the entire time period of the sessions, and 3) complete and submit the evaluation.

Program Cancellation:
MNA reserves the right to change speakers or cancel programs for extenuating circumstances.

Chemical Sensitivity
Attendees are requested to avoid wearing scented personal products when attending this conference. Scents may trigger responses in those with chemical sensitivity.

Hotel Information
Overnight accommodations are available at the Best Western Hotel and Trade Center in Marlboro at the rate of $92 plus tax, per night. For hotel accommodations, call 508-460-0700 and ask for the Massachusetts Nurses Association room rate for June 7 and 8, 2007. To be sure of this rate, you must call before June 1, 2007. There is no charge for parking at this facility.

REGISTRATION FORM:

OFFICE USE ONLY

Name ____________________________
RN _____ APN _____ Other (specify) ____________________________
Address ____________________________
City ____________________________ State _____ Zip ____________
Telephone: Daytime ____________________________ Evening ____________________________
Place of employment ____________________________
Fees: □ MNA/UML (free) □ Full Conference $150 □ Day One $95 □ Day Two $95
□ Thursday Evening Buffet $35 each □ Makes checks payable to MNA
Please indicate your “1st,” “2nd,” and “3rd” choice for the following Thursday, June 7 breakouts:
Latex Allergy ______ Worksite Asthma ______ Home Care Injuries ______ Needlestick/Sharps Injuries ______
Please indicate your “1st,” “2nd,” and “3rd” choice for the following Friday, June 8 breakouts:
Pandemic Flu ______ Hazardous Drugs ______ Infectious Disease ______ Workplace Violence ______

Breakout Sessions limited to 50. Every effort will be made to accommodate your selections.