

the Massachusetts

nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

Vol. 80 No. 2



ADVOCATE

State budget cuts
threaten patients, staff
at MNA facilities

See Pages 3 & 4



February 2009

MNASM

For the latest news:
massnurses.org



Medicare for All gets big boost in St. Louis

Mass. well represented; leading role of nurses recognized

More than 150 labor leaders and activists from 31 states assembled in St. Louis in January to launch the "Labor Campaign for Single-Payer Health Care." The MNA's five-member delegation, led by president Beth Piknick, shared their experiences and insights at the gathering, sparking discussion of the "Massachusetts model" and similar hybrids—all of which leave the commercial insurance industry at the heart of health care.

California, Illinois, Maine, New York, Ohio, Oregon and Texas also sent nurse delegates. The Massachusetts delegation included representatives from nine diverse labor organizations and held its own private caucus to strategize on its special role in opposing weak compromise proposals for health care reform that are not universal, sustainable or fair.

Seven out of 10 Massachusetts representatives in Congress are co-sponsors to Rep. John Conyers' "Medicare for All" bill, H.R.676. Sen. Edward Kennedy has long been recognized as a champion of national health insurance, but the single-payer solution to the crisis in access, affordability and quality in health care has been declared off the table by Washington insiders, even though, as California Nurses Association executive director Rose Ann DeMoro put it, "Single payer is the only reform in health care that has a constituency." Delegates pledged to pick up the pace through petitioning, letter writing, call-ins and constituent visits.

The conference delegates approved a mission statement that began: "The primary purpose of the Labor Campaign for Single-Payer Health

Care is to increase grassroots labor support for HR.676 as an essential element in winning the support of Congress to enact the National Health Care Act 'Medicare for All' as the public policy of this country because we believe that health care is a human right."

Participants also hammered out a list of possible actions that might help to stimulate the rank and file to build pressure within the labor movement and—through coalition work—in the larger community for real health care reform. The outline of a structure to coordinate the campaign was accepted.

The delegates also received a brief introduction to a new study, "Single-payer/Medicare for All: An Economic Stimulus Package for the Nation," from Don DeMoro, director of the Institute for Health and Socioeconomic Policy. "Through direct and supplemental expenditures, health care is already a uniquely dominant force in the US economy. If we were to expand our present Medicare system to cover all Americans, the economic stimulus alone would create an immense engine that would help drive our national economy for decades to come," he said.

The MNA Board of Directors on Jan. 15 voted to join the campaign, and appointed Sandy Eaton and Sandra Hottin to represent Massachusetts nurses on its steering committee.

Meanwhile, on the local front, Mass-Care, the Massachusetts Campaign for Single Payer Health Care, has re-filed its updated "Massachusetts Health Care Trust" bill for the 2009-2010 legislative session. ■



New England delegates in St Louis: Back row, from left, Beth Piknick, MNA president; Peter Knowlton, UE Northeast Region president; Sandy Eaton, MNA Region 5 chair; Catherine Bunker, MSNA/NNOC, Bar Harbor, Maine; front row, from left, George Moore, floor steward, UE Local 234, St. Johnsbury, Vt.; Traven Leyshon, President, Washington-Orange-Lamoille CLC, Middlesex, Vt.

the Massachusetts
nurse

ISSN 0163-0784: USPS 326-050

President: Beth Piknick, '07-'09

Vice President: Donna Kelly-Williams, '08-'10

Secretary: Rosemary O'Brien, '07-'09

Treasurer: Ann Marie McDonagh, '08-'10

Directors, Labor:

Region 1: Sandra Hottin, '08-'10; Patty Healey, '07-'09

Region 2: Ellen Smith, '08-'10; Pat Mayo, '07-'09

Region 3: Stephanie Stevens, '08-'10; Judy Rose, '07-'09

Region 4: Margaret Darby, '08-'10; Fran O'Connell, '07-'09

Region 5: Ginny Ryan, '08-'10; Barbara Norton, '07-'09

Directors (At-Large/Labor):

Karen Coughlin, '07-'09; Karen Higgins, '07-'09; Richard Lambos, '07-'09; Kathie Logan, '07-'09; Diane Michael, '08-'10; Marie Ritacco, '08-'10;

Directors (At-Large/General):

Fabiano Bueno, '08-'10; Donna Dudik, '08-'10; Sandy Eaton, '07-'09; Ellen Farley, '07-'09; Gary Kellenberger, '08-'10; Tina Russell, '07-'09; Barbara Tiller, '08-'10

Labor Program Member:

Beth Gray-Nix, '07-'09

Executive Director: Julie Pinkham

Managing Editor: David Schildmeier

Editor: Jen Johnson

Production Manager: Erin M. Servaes

Photographer: Amy Francis

Mission Statement: The Massachusetts Nurse will inform, educate and meet member needs by providing timely information on nursing and health care issues facing the nurse in the commonwealth of Massachusetts. Through the editorial voice of the newsletter, MNA seeks to recognize the diversity of its membership and celebrate the contributions that members make to the nursing profession on the state, local and national levels.

Published 10 times annually, in January, February, March, April, May, June, July/August, September, October and November/December by the Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.

Subscription price: \$25 per year

Foreign: \$30 per year

Single copy: \$3.00

Periodical postage paid at Canton, MA and additional mailing offices.

Deadline: Copy submitted for publication consideration must be received at MNA headquarters by the first day of the month prior to the month of publication. All submissions are subject to editing and none will be returned.

Postmaster: Send address corrections to Massachusetts Nurse, Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.

www.massnurses.org

MNA^{BM}
MASSACHUSETTS NURSES ASSOCIATION



Economic climate means trouble for Cambridge Health Alliance

By Beth Pkニック,
MNA President

In the wake of the announcement last month by Cambridge Health Alliance of a comprehensive reorganization plan, the MNA nurses at the alliance's associated facilities took the time to issue a powerful statement that addressed their concerns over how the Alliance will be able to meet the communities' needs should the plan be implemented.

Under the plan, inpatient medicine and surgery at Somerville Hospital, will cease by June 15. Two of the eight psychiatric units will close, while one unit at Somerville Hospital will move to Whidden Hospital in Everett and another will move from Somerville to Cambridge Hospital. The pediatric unit at Cambridge Hospital will close by March 31. The plan also calls for the layoff of 8 percent of the workforce (300 FTEs) and includes a hiring freeze and a capital spending freeze, an elimination of travel, and no raises for system executives.

All of these changes would be bad in the best case scenario, but for the communities served by the Cambridge Health Alliance hospitals the effects will be nothing short of devastating.

Cambridge Health Alliance is designated as a healthcare safety net for its communities, and the hospital's MNA nurses are critical strands in that net. They are the ones who are responsible for the patients every minute of every hour of every day.

And while it is true that some MNA jobs will be affected by this consolidation, the alliance's nurses have a broader legal and ethical responsibility—that being the safety of their patients and the greater community.

We understand that the decisions to consolidate services have been made after careful consideration, and in a good faith effort to deal with a real and serious economic crisis. However, a good faith effort does not necessarily ensure that the public health needs of a community are being appropriately served by

this consolidation of services.

Specifically, the MNA and its members at the Alliance are deeply concerned about the loss of the addictions unit at Somerville Hospital. At a time of economic recession, the incidence of substance abuse—and the need for treatment for addictions—will only increase. The loss of this service will mean that many of those in the community suffering from the disease of addiction will go untreated and, as a result, we will see an increase in crime, in family distress and suffering in our communities.

We are also concerned about the net loss in psychiatric beds called for under this proposal. This decision is unconscionable at a time when there is a desperate need in our state and our region for an increase in access to acute mental health services. Again, this decision is being made at a time of economic distress, which studies have clearly shown increases the incidence of acute mental illness and the risk of suicide. Right now we see patients throughout our state languishing for days in emergency departments waiting for a mental health bed. At a time when our state has passed a historic law calling for mental health parity, we are now decreasing access to that level of care.

Cambridge Health Alliance has always been a full service health care provider offering a continuum of care for the community from cradle to grave and the affiliated hospitals have typically seen between 7,000 and 8,000 pediatric patients in its Emergency Department each year. They see another 80,000 children in their affiliated clinics. And as many as 400 kids a year stay overnight in their pediatric



Beth Pkニック

unit, and many others end up staying in their unit for observation.

But under the proposed plan, the parents and children in the community will no longer be able to rely on Cambridge Health Alliance for this level of locally based care.

Now they will have to cross the river and go to the large Boston hospitals where they will compete for care, not only with the residents of Boston but with all the suburban communities from which those major medical centers so aggressively attempt to attract patients.

With this consolidation and the loss of pediatric beds, psychiatric beds, and the shifting of inpatient beds within the system, everyone should be concerned about the impact this will have on patients' access to the care they need when they need it.

Again, we understand that there is tremendous financial pressure being applied to CHA and that changes are required. But we find it hard to understand why CHA has been penalized by the state and the marketplace, and has been forced to withstand disproportionate cuts in funding and a reimbursement rate for services that prevents them from fulfilling their role in the new system. We cannot and will not remain silent and pretend that the plan that is being proposed will meet the health care needs of this community.

The MNA and its member nurses at CHA are appealing to community leaders and policymakers to use whatever influence and power they have to protect the health and safety of the commonwealth's citizens by ensuring the survival of a true health care safety net at CHA. We must all lobby for health reform that not only provides insurance to the underserved, but also provides safe and appropriate health care when it is needed. We must convince the legislature to better regulate health care so that our health care system is rational and fair and provides care based on what is best for our communities. ■

- 2** Medicare for All gets big boost
- 4** Hitting the most vulnerable: Gov. Patrick's budget cuts take toll on patient care
- 5** MNA investigating DPH "No Diversion Policy": We need to hear from you
- 6** Labor Education: cautious optimism from the new administration
- 6** Bargaining unit update
- 7** How Franklin Medical Center became unionized
- 8** A comprehensive approach to addictions among RNs
- 12** Get involved with MNA: 2009 election information
- 14** MNA Labor School
- 18** Continuing Education courses

State's RNs/health professionals criticize governor's budget for its neglect of the most vulnerable mentally ill and disabled

The commonwealth's system of care for the most vulnerable citizens is being jeopardized by yet another round of funding cuts for the state's safety-net hospitals, as well as cuts to other state-operated facilities for the care of people with acute mental illness and severe developmental disabilities, which were proposed in the governor's original budget for fiscal year 2010 budget that was released last month.

The budget fails to restore funding for the state's safety-net hospitals—funding that is necessary in order to sustain these facilities. These facilities serve a disproportionate number of the state's underserved and underinsured residents. Previous funding cuts to these facilities have led to a significant crisis, particularly for the hospitals making up Cambridge Health Alliance (CHA): Cambridge Hospital, Somerville Hospital and Whidden Hospital in Everett. In fact, CHA recently announced a significant cut in services and the closing of beds at these facilities.

"As health care providers on the frontlines of the state's health care system, we believe the proposed cuts to the state's health and human service programs will cause real pain and unnecessary suffering to the most vulnerable residents of the commonwealth, including the poor, the elderly, the disabled and those struggling with mental illness," said Beth Piknick, MNA president.

Unit 7 members: how are state budget cuts affecting your patients and clients?

As you are well aware, dramatic cuts are being made to all state-operated services and programs for the commonwealth's most vulnerable residents. In our attempt to combat and/or limit these cuts, the MNA is engaging in a campaign to put a human face on the suffering these decisions have caused to the clients you serve and the impact on the quality of care they receive. We need your help in warning about how service and staffing cuts impact the lives of those you care for.

Please send an email to the Unit 7 executive board via David Schildmeier (dschildmeier@

mnarn.org) explaining how your patients are affected by these cuts. In submitting your stories, do not use client names or other personal or identifying information. Also, you can be assured that in sharing these anecdotes, we will not associate them with you or any other Unit 7 member.

We look forward to hearing from you and to getting your help in convincing our public officials that these cuts go beyond mere dollars and cents.

The message must be clear: **It's all about patient care!** ■

The governor's budget also calls for cuts for the state's mental health facilities, including Taunton State Hospital, Worcester State Hospital, Westborough State Hospital and Tewksbury State Hospital; along with cuts for the state's facilities for the care of those with severe developmental disabilities. The cuts to the Department of Mental Retardation budget follows the governor's recently announced plan to close four of six residential care facilities for the state's most severely disabled residents. The governor's budget also cuts funding to the state's public health hospitals which serve a very poor population with acute and chronic health conditions.

"Even before the current fiscal crisis, the

publicly funded health care safety net in Massachusetts was fraying. Now it is being shredded at the expense of those who depend on these services for their very survival. Our concerns are all about patient care," said Karen Coughlin, an RN at Taunton State Hospital, and acting chair of MNA's local union that represents 1,800 nurses and health professionals employed by the state. "The state's mental health hospitals are already failing to provide the level of care our patients deserve, and now we expect that conditions will only get worse."

The one bright spot in the budget was the governor's call for measures to increase revenue, which the MNA believes is essential to maintaining the health and safety of the Commonwealth. "We support Governor Patrick's call for increasing revenue through a tax on alcohol sales," said Piknick, "as well as meals, hotels and telecommunications, as important first steps in addressing this crisis." ■



Let Your Voice Be Heard in Washington, D.C.!

There is a new administration, a new Congress, and many daunting challenges facing our nation. President-Elect Obama and the Democratic-controlled Congress will address a variety of issues that affect workers and health care in the coming year.

As registered nurses and health care professionals we have dedicated ourselves to caring for and advocating for patients. We need to make sure that our experience and expertise is heard during the discussion in D.C.

This spring we will be sending a contingent of members to Washington to provide our perspective on the Employee Free Choice Act, Health Care Reform and Safe Nurse Staffing to several of our elected officials in Congress.

If you would like to participate, or to learn more about our efforts, please contact Riley Ohlson at 781-830-5740 or rohison@mnarn.org.

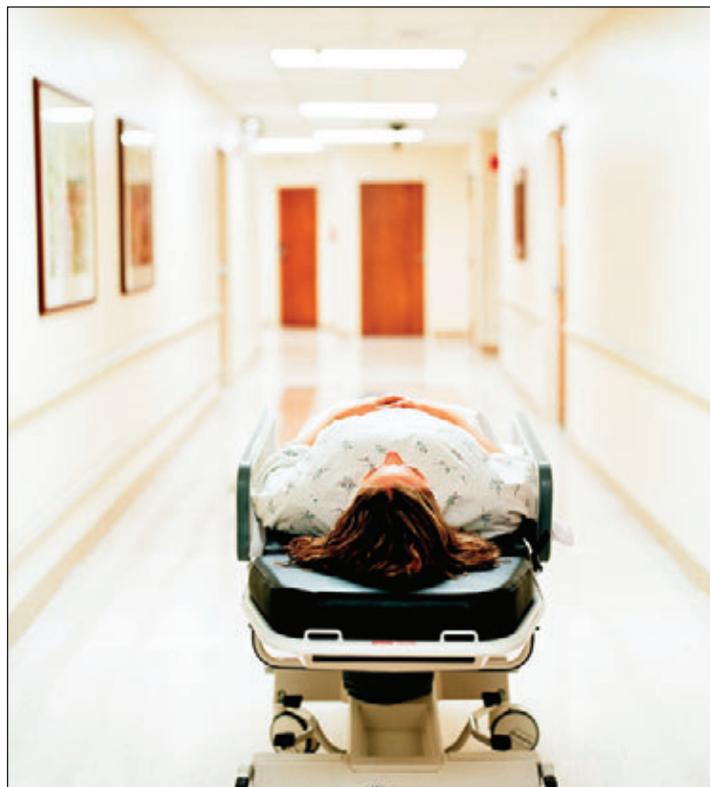


MNA information request for acute care nurses regarding impact of DPH's 'No Diversion Policy' and hospitals' response on the patients you care for

On Jan. 1, the Department of Public Health instituted a "no diversion" policy for patients accessing care in hospital emergency departments. The MNA is investigating how the hospital industry is responding to this directive and how these activities are affecting the patients you care for.

The initial investigation and anecdotal reports that MNA has received reveal a potentially dangerous situation for patients and for nurses. We are circulating this message in an attempt to hear from nurses across the commonwealth regarding what they are experiencing in their practice. For example, we would like to know:

- How has this change affected waiting times in your emergency departments?
- How has this change affected your ability to move patients from the ED to floors/units?
- What policy changes has your hospital implemented to deal with this situation? For example, has the hospital beefed up staffing in the ED to compensate for the no-diversion mandate? Have they opened up a holding area for patients waiting for admission and, if so, have they staffed it with dedicated nurses? Are hospitals floating nurses to the ED to help care for waiting patients? If patients are held in ED hallways, are there additional nurses added to care for them?
- Has the hospital opened new beds and added staff for those beds to account for increases in patient volume?
- Has your hospital changed staffing patterns to accommodate the DPH policy of no diversion, (i.e. staffing for bed capacity or peak census vs. their common practice of staffing for average daily census)?
- If they have not done so, have patient assignments increased?
- We have learned that in some hospitals patients are sent from the ED to floors without orders. Is this happening at your hospital?
- In a few hospitals, we have heard that hospitals are, or are contemplating, placing patients in hallways of in-patient units. This is a practice the MNA strongly opposes. Is this happening at your hospital?
- Are hospitals implementing patient flow strategies? What are they?



- In 2000, to deal with this crisis, the DPH recommended that hospitals implement policies to control and regulate elective admissions and surgeries, which are admissions over which they have control. Is your hospital working with physicians to regulate patient flow?
- Whatever the hospital is doing or not doing, we need to know what it means for your patients. Have you seen an increase in injuries or complications as a result?

To adequately and effectively address this situation, we need to hear from you about what is really happening on the front lines. Please tell us what you are seeing by sending an email message to David Schildmeier, the MNA's director of communications, at dschildmeier@mnarn.org. ■

New law will make it possible for more of our colleagues to join us!

Congress is expected to debate the Employee Free Choice Act this legislative session. This important legislation provides:

- The ability to sit at the same table as management to negotiate fair wages, working conditions and benefits.
- The strength to prevent dangerous hospital policies like floating and mandatory overtime through collective action.
- The freedom to speak out for your patients in and outside your facility, without fear of employer reprisal.

These are all things that we, as members of the MNA, may take for granted. But for a quarter of your colleagues in acute care facilities in this state, and more in other fields of nursing, these rights don't necessarily exist. Many nurses across the commonwealth would like

to join a union at their facility, but are unable to because of the current employer-dominated system that denies nurses a true, free choice.

Employers often engage in delay tactics or outright coercion and intimidation to suppress the will of employees. The Employee Free Choice Act, a bill sponsored by Sen. Ted Kennedy, would do away with the status quo and create a system that allows workers to decide for themselves if they want to form a union.

Under the Employee Free Choice Act, an employer would have to recognize a union when a majority of workers sign a card indicating their preference for union representation. This process is sometimes called majority sign up, and is already voluntarily in place at a number of larger employers like AT&T Corp.

This kind of process results in an environment in which workers truly have a free choice

without fear of intimidation, and creates less conflict between employers and employees. It also puts the power of whether or not to hold an election in the hands of the workers, not the employer.

With the Employee Free Choice Act many of our fellow nurses may choose to join with us in our efforts to improve the quality of patient care across the commonwealth. They will be empowered to fight more effectively for the benefits they deserve and for their patients.

If you have questions about this legislation or would like to get involved in the campaign to ensure its passage through Congress, please contact Riley Ohlson at 781-830-5740 or rohlon@mnarn.org. If you are a nurse looking for union representation, please call the MNA's director of organizing, Eileen Norton, at 781-830-5777 or at enorton@mnarn.org. ■

Cautious optimism for labor from the new administration

By Tom Breslin

Associate Director, Labor Education

Now that the presidential election is over, workers across the country have a great deal to look forward to. We expect that this new administration will be friendlier to us working people.

The president's nominee for secretary of labor, Congresswoman Hilda Solis of California, has drawn positive reviews from unions and progressives. She has pledged to "work to strengthen our unions." She has a strong record on a variety of issues affecting workers—from labor law enforcement to immigration. No matter how she performs, she will be an improvement over her predecessor, Elaine Chao, who acted more like the "secretary of management" than the secretary of labor.

There is a great deal of hope that the Employee Free Choice Act will pass and be signed by President Obama, who has been a supporter in the past and has expressed continued support during the campaign. Similarly, there is reason to believe that presidential appointments to the National Labor Relations Board will reverse the course of anti-worker and anti-union decisions and policies over the last eight years and that the NLRB will finally live up to its mandate of upholding the NLRA and protecting the rights of workers to organize and bargain with their employer.

There will be judicial appointments to consider—from Supreme Court justices to federal judges—who will decide issues relating to workplace and labor laws like the Americans with Disabilities Act, the Family Medical Leave

Act and other issues affecting working people. There has been speculation that as many as three Supreme Court justices may retire in the next presidential term.

In short, there is a great deal to look forward to in the first days of the new administration. I look forward to all these changes as much as anyone else.

Why then don't I share the excitement over these potentially positive developments for working people? Aren't these changes going to "save the labor movement?"

First of all, passage of the Employee Free Choice Act is not guaranteed. If you assume that senators will vote along party lines, there is not a sufficient majority of Democrats in the Senate to stop debate on the bill and bring it to the floor for a vote.

Even if it passes, no one should be under the illusion that employers will not come up with imaginative means to circumvent provisions of the new law. They are working on those strategies already. I recently attended a conference where a management attorney was predicting the demise of western civilization if Employee Free Choice Act is signed into law.

Similarly, we should not depend on the appointment of sympathetic NLRB board members to help working people. Even in the best of times, the NLRB has not been the friend to workers that many had hoped. It is more likely that after eight years of coming down on the side of management that some think that anything would be better than under the previous administration. The length of time it takes to get a ruling from the NLRB,

even a favorable one, is lengthy and—more importantly—takes the issue out of the hands of the members while they wait for someone else to decide.

If we really believe in strengthening our local bargaining units, that is what we should spend our energy on instead of relying only on the NLRB, changes in labor law and a more worker-friendly political climate. We should concentrate on utilizing the methods we already know to strengthen our local units and make us more effective.

Depending solely on a changed political climate in Washington, D.C. and the hope that it will "trickle down" to the rest of us is a recipe for failure. We should not just depend on others, especially those in the federal government, to do for us what we should already be doing for ourselves. If there is work to be done at the local and state levels, that is no substitution to having members and leaders work together to ensure that our needs and goals are met, especially in these uncertain economic times.

There is no substitute for strategies like mapping and internal organizing to strengthen the local unit, energize the members and implement a planning process designed to make the local unit, and in turn, the MNA stronger and more effective.

The MNA Labor School sponsors classes dedicated to these activities and other strategies designed to build a stronger, more visible and viable local unit. Contact your regional office or check the MNA Web site for dates, times and locations for these classes. ■

Bargaining unit update

Baystate Franklin Medical Center

The MNA bargaining at Baystate Franklin Medical Center recently held its annual dinner at Chandler's Restaurant. Mark Garmalo and Jane Laferriere worked hard to get everything organized smoothly. Diane Scherrer, the MNA's Western Massachusetts community organizer, was on hand to show a short film about the MNA.

Donna Stern was elected vice-chair and will continue to do the job of providing MNA orientation to new hires. Robin Tibbetts was elected representative for Spoke 4 and Christina Markwell for the ED.

Joanne Ostrowski and Cindy Caldwell recently started attending committee meetings on a regular basis. According to Caldwell, members of case management have found that by attending labor/management meetings

they were able to make progress with some long-standing difficulties they had in their department.

Iris Vicencio-Rasku, in coordination with Niki Jamieson of the MNA, has been developing a beautiful Web page for the BFMC bargaining unit. The page will be accessible through the MNA Web site.

While these exciting advancements continue, the committee is working to improve working conditions by focusing on committee meetings, labor/management meetings, and new committees dedicated to workplace violence and mid-shift floating. The bargaining unit is also in the midst of producing its next newsletter, assisting with grievances and preparing for the next contract negotiations. ■



**Domestic
Violence
SafeLink**
1-877-785-2020

Help at the end of the line.

Multilingual. Free. 24 hours.
(TTY) 1-877-521-2601

*A Massachusetts Statewide Hotline Program
of Casa Myrna Vazquez, Inc.*

How Franklin Medical Center became unionized: a conversation with Julie Lowensburg

By Alice Manica

BFMC committee member

On a sunny day this past autumn I had the pleasure of sitting and enjoying a nostalgic walk down memory lane with Julie Lowensburg of River View Massage in Shelburne Falls.

While we sat in her cozy office overlooking the river and the beautiful Bridge of Flowers, Julie chatted with me about her years working as an RN in the 1960s and 1970s at what was then the Franklin County Public Hospital (now Franklin Medical Center, or FMC). Julie told me the very interesting story of how she was responsible for bringing a union to the RNs of FMC. With her energetic personality and willingness to speak her mind, she was probably the perfect nurse at just the right time for this task.

She told me that other former RNs who helped to organize the union were Betty Nelson and Esther Purington. Although I was not successful in tracking down Esther, I did make contact with Betty who, in her late 80s, is still feisty. She credited Julie as being the major force in the campaign to unionize. "We needed it to better our lot," Betty said and then added that "nurses in those days didn't go to work to have fun but, somehow along the way, we managed to have fun anyway."

These days at FMC—as well as at many other unionized facilities—the union is taken for granted, considered just to be another "fact of life" because most RNs in such facilities have never worked without a union.

I was interested to know from Julie what the conditions were like at FMC before the union arrived. She graduated in 1950 from the Franklin School of Nursing . . . a time when RNs were paid just 35 cents an hour. After taking a few years off to raise her young children, she began working as a charge nurse in FMC's eight-bed ICU on the night shift.

She also later worked as a supervisor on the same shift.

It was interesting to hear from her that the ER at that time was not staffed at night with nurses. If a patient showed up, the switchboard operator would call the nursing supervisor on duty to come to the ER and handle the situation. If the supervisor needed support, she would pull nurses off the units and call the MD at home for orders to deal with the problem. Since there was no communication with ambulances at that time, you never knew if the ER patient might be a child with asthma or an auto accident involving six people. As a result, night shift RNs had a lot of responsibilities. They often had to do EKGs, respiratory therapy treatments, draw labs, unlock the pharmacy and find drugs or even assist the doctor with pacemakers, as well as many other miscellaneous duties.

Because of these conditions, I was curious to know about the climate and situations that initiated the journey and the reasons nurses felt the need to bring a union to FMC.

The situation that Julie described to me was that after working as night supervisor for several years, she began to notice that her hours were being cut and a new, younger nurse with less clinical experience was hired and being given many of Julie's hours.

"That irked me, so I put a call in to someone at the state level of the nurses' organization," said Julie. Although she can't remember if it was the MNA or the ANA with which she worked, it sent a representative to meet with and guide the nurses as they explored the world of organized labor. "When the process started, there was a mixed response from some nurses," said Julie. "In those days nurses never knew what each others salaries were. We didn't talk to each other about it, but we should have."

New nurses were often hired at higher

salaries than others with more seniority and experience. There was no fair and objective system in place for salary increases. But as discussions about unionizing evolved, some nurses became worried about intimidation and possibly losing their jobs. Some were apathetic and just wanted to go to work and collect their paychecks. Others listened and expressed an interest in the union and then reported back to management. Sound familiar?

It took one year of meetings and discussions before a vote was taken. Julie recalls that the vote to unionize passed by just five votes. At the time there were no more than about 50 nurses employed. One of the most interesting ironies was that many of the nurses who initially were against the union were shocked to see that their pay rate increased by more than \$1 an hour when the new pay scale took effect! This was in 1970 when according to Julie, nurses at FMC were earning about \$6 an hour. Many were amazed at how low their pay had been for having so much responsibility for so many years.

In telling her story, Julie said what reaffirmed her conviction that the union was a worthwhile effort. Shortly after the union became a fact of life at FMC, one of the administrators at the time, Bill Christianson, was heard to say to one of the nurses, "You (nurses) really needed this. This is a good thing for the RNs." Julie's parting words to me were, "Don't ever lose the union. The nurses need to keep it!" As I thanked her for her bravery and all her efforts, I acknowledged the debt of gratitude that we all owe her and the obligation we have to maintain the fruits of her labor and of her 1970 Franklin County Public Hospital colleagues. I firmly believe that in order for nursing to continue to improve as a profession, nurses need to speak up for their own needs and the needs of their patients. ■

7th Annual MNASM CHAIR SUMMIT

*Strategic Responses
To Workplace Changes*

**THURSDAY
MARCH 26
2009**

This conference is designed to help the member leader respond to a variety of employer-imposed workplace changes. Participants will be given the tools to approach an issue strategically with the goals of the local unit and the MNA in mind. In addition, representatives from other nurse unions from other states will give presentations on their experiences with these issues.

Doubletree Westborough • Reception – Wednesday, March 25, 2009

Please call Donna Olson at 781-830-5721 for questions or further information.

Addictions 2009:

A Comprehensive Approach for Nurses

May 27, 2009 • 8:00 a.m. to 4:00 p.m • MNA Headquarters, 340 Turnpike Street • Canton, MA 02021



Program Description: This program will provide nurses with a comprehensive overview of Addictive Disorders. Presentations encompass current research on the etiology, pharmacological treatments and lifestyle changes required to effect positive long-term outcomes. Evidence-based interventions will be described. Presenters are advanced practice nurses, family members and leaders in the field of Addictions treatment. This unique educational offering promises to provide tangible contributions to support clinical nursing practice.

Presenters:

- Donna White, PhD, RN, CS, CADAC
- Deidre Houteyers, RN, MS, CAS, LADC-1
- Colleen LaBelle, RN, MSN, CARN
- Michael Botticelli, Director, MA Bureau of Substance Abuse Services

Time:

- 8:00 - 8:30 a.m. Registration
- 8:30 - 4:00 p.m. Program

Fees: MNA Members: Free* All Others \$195

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

Registration: Registration will be processed on a space available basis. There is a placeholder fee of \$50 for MNA members, which will be returned upon attendance. There is a fee of \$195 for all non-MNA members which is non-refundable. If you do not attend the program, the fee will NOT be refunded. Requests for refunds will not be honored within the 14-day period of the program date.

To register for this program, mail the attached registration form, including a check, to Massachusetts Nurses Association, attn. Phyllis Kleingardner. For more information or to register, contact Phyllis Kleingardner in the MNA Nursing Division at 781-830-5794 or 1-800-882-2056 x794.

Lunch: a light lunch will be provided to all attendees.

Contact Hours: Continuing nursing education contact hours will be awarded by the Massachusetts Nurses Association.

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

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

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

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Men and women are requested to avoid wearing scented personal products when attending this program.

Location: MNA Headquarters

340 Turnpike Street • Canton, MA 02021

Addictions 2009 A Comprehensive Approach for Nurses • May 27, 2009

Name _____ Email _____

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

Address _____

City _____ State _____ Zip _____

Telephone: Daytime _____ Evening _____

Place of Employment _____

Fees: MNA Members: FREE - Requires \$50 deposit which will be returned upon attendance. All Others: \$195

Please make checks payable to MNA, 340 Turnpike Street, Canton, MA 02021. To register with credit card, please call Phyllis Kleingardner in the MNA Nursing Division at 781-830-5794 or 1-800-882-2056, x794. Registration is on a space available basis. Registration will close once seating capacity is reached.

OFFICE USE ONLY	
AMT.:	_____
V/MC /AMEX	_____
CK#	_____
CK DATE	_____
INT.	_____
DATE	_____

SAVE THE DATE

MNASM
4th annual
Clinical Nursing Conference



May 15, 2009

DCU Center, Worcester

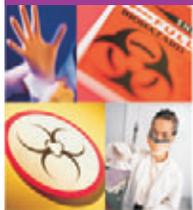
MNA Members:
 watch your mailbox and the
 MNA website for details in
 the coming weeks!

MNA membership dues deductibility for 2008

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

Region	Amount	Percent
All Regions	\$39.00	5.0%

MNASM
It's
YOUR
association.
Get involved.
 (See Pages 12 & 13)



MNASM 2009 Health & Safety Conference

Workplace Hazards to Nurses and Other Healthcare Workers: Beyond the Salary, Safety at Work



Heavy Lifting



Infectious Diseases



Hazardous Drugs



Bloodborne Pathogens

June 4 & 5, 2009, 8:30 a.m. - 4:30 p.m., Hoaglund Pincus Conference Center, 222 Maple Avenue, Shrewsbury, MA 01545

This conference will present the latest research findings on work environment issues related to cause and prevention of Work-Related Asthma, Musculo-Skeletal Injuries, Needlestick Injuries, Workplace Violence and Abuse, Infectious Disease Transmission, Exposure to Hazardous Drugs, and Injuries in the Home Care setting. The environmental health concerns of improper disposal of medications and strategies for safer disposal will also be addressed.

Contact Hours: Will be provided.

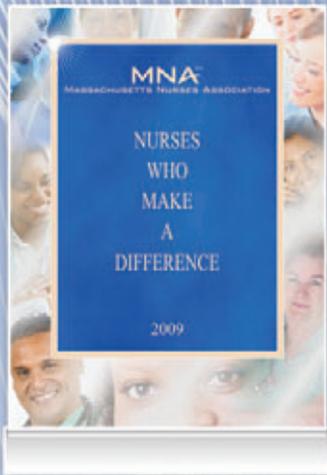
The MNA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

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

Fees: MNA Members/Associate Members Free but requires a \$75.00 deposit for the two day program, which will be returned upon attendance. For a single days registration, a \$50.00 deposit, which will be returned upon attendance. Others \$75.00 for a two day program, \$50.00 for single day.

For more information or to register, contact Susan Clish in the Division of Health and Safety at 781-830-5723 or 800-882-2056, x723

2009 MNA ANNUAL AWARDS



You know nurses who have made a difference. You can identify individual contributions that go beyond the ordinary. You recognize excellence in nursing practice, education, research and service.

Now it's your turn to make a difference! You can nominate candidates for a 2009 MNA Annual Award. Help give MNA the opportunity to reward and applaud outstanding individuals. Let them know that you care about their important contributions to the profession of nursing.

Deadline for submission of nominees to the MNA Awards Committee is May 13, 2009.

Completed forms and other requested materials must be received by the Awards Committee by the deadline; late or incomplete applications will not be reviewed by the Committee.

To receive nomination papers for any of the MNA Annual Awards or for additional information or questions regarding the 2009 MNA Annual Awards, please contact Liz Chmielinski, Division of Nursing, at 781-830-5719; or toll free in MA at 1-800-882-2056, x719 or via email at EChmielinski@mnarn.org.

- **Doris Gagne Addictions Nursing Award:** Recognizes a nurse or other healthcare provider who demonstrates outstanding leadership in the field of addictions.
- **Elaine Cooney Labor Relations Award:** Recognizes an MNA Labor Relations Program member who has made a significant contribution to the professional, economic and general welfare of nursing.
- **Judith Shindul Rothschild Leadership Award:** Recognizes a member and nurse leader who speaks with a strong voice for the nursing community at the state and or national level.
- **Kathryn McGinn-Cutler Advocate for Health and Safety 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.
- **MNA Excellence in Nursing Practice Award:** Recognizes a member who demonstrates an outstanding performance in nursing practice. This award publically acknowledges the essential contributions that nurses across all practice settings make to the health care of our society.
- **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 Advocate for Nursing Award:** Recognizes the contributions to nurses and the nursing profession by an individual who is not a nurse.
- **MNA Image of the Professional Nurse Award:** Recognizes a member who has demonstrated outstanding leadership in enhancing the image of the professional nurse in the community.
- **MNA Nursing Education Award: Professional Nursing Education:** Recognizes a member who is a nurse educator and who has made significant contributions to professional nursing education/continuing education and/or staff development.
- **MNA Nursing Education Award: Continuing Education/Staff Development:** Recognizes a member who is a nurse educator and who has made significant contributions to formal nursing education/continuing education or staff development.
- **MNA Research Award:** Recognizes a member or group of members who have effectively conducted or utilized research in their practice.
- **MNA Bargaining Unit Rookie Of The Year Award:** Recognizes a Labor Relations Program member who has been in the bargaining unit for five or less years and has made a significant contribution to the professional, economic and general welfare of a strong and unified bargaining unit.

Environmental Health 101: your carbon footprint

By Evie Bain

Associate Director in the Division Health and Safety

In the fall of 2008, members of the MNA's Congress on Health and Safety decided to devote a small corner of the health and safety page in the each edition of the Massachusetts Nurse to the issues of environmental health and global warming. Related to this, I was invited to represent the MNA at a meeting in Oracle, Az. that was coordinated by the University of Maryland, Health Care Without Harm and the American Nursing Association. The goal of the meeting was to develop a national agenda for nurses to address environmental health issues. And from there the MNA's Congress was able to identify its own starting point on how to begin addressing this issue—with an “Environmental Health 101” of sorts.

According to plantatreetoday.org, your “carbon footprint” is the direct effect your actions and lifestyle have on the environment in terms of carbon dioxide emissions.

The biggest contributors to your footprint are probably your travel needs and your electricity demands at home. But it is important to note that all your actions have an effect on the environment, including your diet and the clothes you wear.

What's your footprint?

After hearing so much about carbon footprints—and about how Americans contribute much more than those living in other coun-

tries—I decided to look into the size of my own carbon footprint. To calculate its size I used the calculator at carbonfootprint.com and, in the end, I was not surprised but a bit dismayed to learn that my own carbon footprint for 2008 was 16.08 tons. The average American contributes 20.4 tons, and the average world personal contribution is 4 tons. The worldwide target goal is 2 tons, a size that is recommended because it would effectively reduce global warming. Obviously we have a very long way to go.

Carbonfootprint.com offers numerous suggestions on how to improve the size of your footprint. A few of the best—and easiest—include:

- Signing up with a green energy supplier who will supply electricity from renewable sources (e.g. wind and hydroelectric power). This will reduce your carbon footprint contribution from electricity to zero.
- Turn down the water heating setting. Just two degrees will result in a significant improvement.
- Fill the kettle with only as much water as you need
- Unplug your mobile phone as soon as it has finished charging
- Go for a run rather than drive to the gym
- Do your weekly shopping in a single trip

According to the calculator, making these changes will start to reduce your contribution to global warming immediately. These changes will cost you no money and will in fact save you money. ■

MNA incumbent office holders

Board of Directors

President

Beth Piknick (2007–09)

Vice President

Donna Kelly-Williams (2008–10)

Secretary

Rosemary O'Brien (2007–09)

Treasurer

Ann Marie McDonagh (2008–10)

Directors Labor

Region 1

Patty Healey (2007–09)

Sandra Hottin (2008–10)

Region 2

Pat Mayo (2007–09)

Ellen Smith (2008–10)

Region 3

Judy Rose (2007–09)

Stephanie Stevens (2008–10)

Region 4

Fran O'Connell (2007–09)

Vacant (2008–10)

Region 5

Barbara Norton (2007–09)

Ginny Ryan (2008–10)

Directors (At-Large/Labor)

Karen Coughlin (2007–09)

Karen Higgins (2007–09)

Richard Lambos (2007–09)

Kathie Logan (2007–09)

Diane Michael (2008–10)

Marie Ritacco (2008–10)

Directors (At-Large/General)

Fabiano Bueno (2008–10)

Donna Dudik (2008–10)

Sandy Eaton (2007–09)

Ellen Farley (2008–10)

Gary Kellenberger (2008–10)

Tina Russell (2008–10)

Barbara Tiller (2008–10)

Labor Program Member

(Non-RN, Health Care

Professional)

Beth Gray-Nix (2007–09)

Congress on Health Policy and

Legislation

Melissa Croad

Ann Eldridge Malone

Nancy Pitrowski

Kathy Metzger

Julia Rodriguez

Donna Dudik

Sandra Hottin

Chris Folsom

Kathleen Charette

Congress on Health and Safety

Terri Arthur

Mary Bellistri

Maryanne Dillon

Sandra LeBlanc

Gail Lenehan

Elizabeth O'Connor

Kate Opanasets

Kathy Sperrazza

Nominations & Elections

Committee

Janet Spicer

Center for Nursing Ethics &

Human Rights

Ellen Farley

Sarah Moroney

Lolita Roland

Kelly Shanley

Congress on Nursing Practice

Mary Amsler

Linda Barton

Marianne Chisholm

Ellen Deering

Mary Keohone

Susan Lipsett

Marian Nudelman

Lee-Ann Tibets

Linda Winslow

Bylaws Committee

Jane Connelly

Elizabeth Kennedy

Sandra LeBlanc

Susan Mulcahy

Elizabeth Sparks

Kathryn Zalis

Regional Council election

Pursuant to the MNA Bylaws: Article III, Regional Councils, Section 5: Governance

a. The governing body within each region will consist of:

- (1) A Chairperson, or designee, for each MNA bargaining unit.
- (2) One Unit 7 representative on each regional council, to be designated by the Unit 7 President.
- (3) Four at-large elected positions. General members, labor members, and labor program members are eligible to run for these at-large positions. At-large members serve a two year term or until their successors are elected.

b. At-large members shall be elected by the Regional Council's membership in MNA's general election. Two at-large members shall be elected in the even years for two-year terms and two at-large members shall be elected in the odd years for two-year terms. *Proviso: This election commences in 2009.* ■

**Consent-to-serve forms,
See Pages 12 & 13**

Consent to Serve for the MNA 2009 Election

I am interested in active participation in Massachusetts Nurses Association.

MNA General Election

- | | |
|---|---|
| <input type="checkbox"/> President, General*, 1 for 2 years | <input type="checkbox"/> Nominations Committee, (5 for 2 years) [1 per region] |
| <input type="checkbox"/> Secretary, General*, 1 for 2 years | <input type="checkbox"/> Bylaws Committee (5 for 2 years) [1 per region] |
| <input type="checkbox"/> Director, Labor*, (5 for two years) [1 per Region] | <input type="checkbox"/> Congress on Nursing Practice (5 for 2 years) |
| <input type="checkbox"/> Director At-Large, General*, (3 for 2 years) | <input type="checkbox"/> Congress on Health Policy (5 for 2 years) |
| <input type="checkbox"/> Director At-Large, Labor*, (4 for 2 years) | <input type="checkbox"/> Congress on Health & Safety (5 for 2 years) |
| <input type="checkbox"/> Labor Program Member*, (1 for 2 years) | <input type="checkbox"/> Center for Nursing Ethics & Human Rights (2 for 2 years) |

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

Please type or print — Do not abbreviate

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

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

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

MNA Offices	Regional Council Offices

Candidates may submit 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 Advocate*. 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, 2009
 Final Ballot: June 16, 2009

Return To: Nominations and Elections Committee
 Massachusetts Nurses Association
 340 Turnpike 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

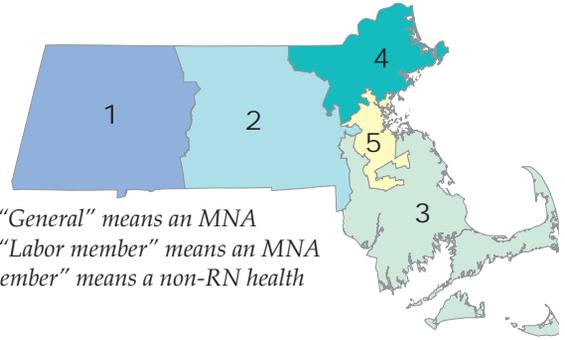
2009 Consent to Serve for the MNA Regional Council

I am interested in active participation in MNA Regional Council

At-Large Position in Regional Council (2-year term; 2 per Region)

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 member" means an MNA member in good standing who is also a labor program member. "Labor program member" means a non-RN health care professional who is a member in good standing of the labor program.

Please type or print — Do not abbreviate

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

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

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

MNA Offices	Regional Council Offices

Candidates may submit 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 Advocate*. 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, 2009
Final Ballot: June 16, 2009

Return To: Nominations and Elections Committee
Massachusetts Nurses Association
340 Turnpike Street, Canton, MA 02021



Track 1: MNA Overview and Structure					
Region	1	2	3	4	5
Week 1: Overview of the MNA Divisions By-laws How policies, decisions are made One member, one vote	11/18	C O M P	11/19	C O M P	C O M P
Week 2: Legislative and Governmental Affairs Division: Political Activity	12/2	L E	1/7/09	L E	L E
Week 3: Nursing Division/Health and Safety	12/16	T	12/10	T	T
Week 4: Public Communications	1/6/09	E	1/21/09	E	E
Week 5: Organizing Division	1/20/09	D	2/4/09	D	D

Track 2: Role of the Floor Rep., Grievances and Arbitration					
Region	1	2	3	4	5
Week 1: Role of the MNA rep Identifying grievances What is grievable Grievances vs. complaints—how to tell the difference, how to work with the member	2/3/09	4/22/09	3/4/09	12/11	11/24
Week 2: Components of the grievance procedure Time lines and steps When/how to settle grievances Discipline vs. contract interpretation grievances Burden of proof, just cause, due process, seven tests of just cause Past practice • Definition • Difficulty in proving a practice • Burden in proving a practice	2/24/09	5/6/09	3/18/09	12/18	12/8
Week 3: How to file grievances How to write a grievance Investigation/identifying sources of information Right to information Information requests Constructing the case	3/10/09	5/19/09	4/1/09	1/8/09	1/5/09
Week 4: Presenting the grievance Dealing with management Settling the grievance	3/24/09	6/3/09	4/15/09	1/22/09	1/20/09
Week 5: Arbitration Why it's good for the members Why it's bad for the members Unfair labor practices Weingarten rights Organizing around grievances	4/7/09	6/16/09	4/29/09	2/5/09	2/2/09

Track 3: Collective Bargaining		
Region	1	2
Week 1: Negotiations and the Legal Basis Process overview Bargaining ground rules	4/14/09	12/3
Week 2: Preparing for Bargaining Importance of internal organizing Contract action team Contract calendar, planning events Surveys, meetings, other methods of gathering proposals from members Setting priorities Developing a campaign	4/28/09	1/14/09
Week 3: Committee Decision Making Conduct at the table Dates, location, etc Open bargaining. Pros & cons. Opening statements Proposal exchange	5/12/09	1/28/09
Week 4: Table Tactics/Reading Signals Implementing the contract campaign The contract action team Writing contract language	5/26/09	2/11/09
Week 5: Costing the Contract Bargaining video Picketing and strikes Bargaining unit job actions Impasse/contract extensions	6/16/09	2/25/09
Week 6: Use of the Media Reaching agreement, writing final language Committee recommendation Ratification process Midterm bargaining	6/30/09	3/10/09

Track 4: Computer Training		
Region	1	2
Week 1: Excel 1	2/2/09	
Week 2: Excel 2	2/17/09	
Week 3: Excel 3 graphs & application	3/12/09	
Week 4: Word 1	3/26/09	
Week 5: Word 2	4/9/09	
Week 6: Publisher 1	4/27/09	

After a very successful first year, the MNA Labor School has been expanded and restructured. It now consists of six separate tracks of classes in each Region running five to seven weeks each, depending on the track. Two new tracks have been added. One focuses on the MNA structure and divisions, and the second track on computer training (Excel, Word and Publisher). Classes are standardized, so if one particular class is missed in one region, it can be picked up in any other region.

At the conclusion of each track, participants receive a certifi-

cate of completion. Any MNA member who completes **any two** tracks will receive an MNA Labor School blue jacket. There are no prerequisites to attend any track—members are free to attend any track they choose and need not follow them in order. Each track is self-contained, focusing on a specific area of interest.

Preregistration through the respective Regional office is necessary. Classes generally run from 5–7:30 p.m., with a light meal included. All courses are free and open to any MNA member.

3	4	5
	3/4/09	
	3/18/09	
	4/13/09	
	4/23/09	
	5/6/09	
	5/21/09	

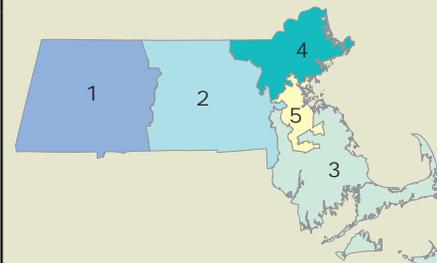
3	4	5
	2/12/09	2/9/09
	2/26/09	2/23/09
	3/19/09	3/2/09
	4/6/09	3/16/09
	4/16/09	3/30/09
	4/30/09	4/13/09

Track 5: Building the Unit, Building the Union						
	Region	1	2	3	4	5
Week 1: Member Participation/Basic Foundation Purpose of a union Bargaining unit structure & officers By-laws, why they're important Organizing model, internal organizing		7/14/09			6/18/09	
Week 2: Organizing the Workplace Mapping the workplace Using contract action teams outside of bargaining Organizing around grievances		7/28/09			7/7/09	
Week 3: Attacking Member Apathy Effective union meetings Internal communication structure Member feedback		8/11/09			7/23/09	
Week 4: Strategic Planning Developing Plan Assessment Intervention		8/25/09			8/13/09	
Week 5: Workplace Action Identifying Action Plan, preparation and calendar Pressure tactics/Work to rule Strikes		9/1/09			8/27/09	

Track 6: Labor Law and Special Topics						
	Region	1	2	3	4	5
Week 1: Family and Medical Leave Act Massachusetts Small Necessities Leave Act						
Week 2: Fair Labor Standards Act Overtime rules Labor-Management Reporting and Disclosure Act Union officer elections						
Week 3: Workers Compensation Occupational Safety and Health Act (OSHA)						
Week 4: Americans with Disability Act Age Discrimination Act Worker Adjustment & Retraining Notification Act Employment Discrimination HIPAA Uniformed Services Employment and Reemployment Rights Act of 1994						
Week 5: NLRB & the Kentucky River/Oakwood cases Nurse supervisor issues						

Dates to be scheduled for all Regions.

**For further details:
massnurses.org
781-830-5757**



Labor School Locations

Region 1, Western Mass.

241 King Street
Northampton
413.584.4607

Region 2, Central Mass.

365 Shrewsbury St.
Worcester
508.756.5800

**Region 3, South Shore/
Cape & Islands**

60 Route 6A
Sandwich
508.888.5774

Region 4, North Shore

10 First Avenue, Suite 20
Peabody
978.977.9200

Region 5, Greater Boston

MNA Headquarters
340 Turnpike Street, Canton
781.821.8255

Full member (75 percent) reduced dues

Subject to verification, members who qualify for one of the following categories may elect to pay 75 percent of the annual dues:

1. Health professional labor program member—any health care professional, other than a registered nurse, who is represented for purposes of collective bargaining by MNA;
2. Limited hours labor program member—any labor program member who is represented for purposes of collective bargaining by MNA and who has 988 or fewer hours paid in the preceding calendar year.

It is the responsibility of any registered nurse and/or other health care professional to verify to the satisfaction of MNA on an annual basis his/her eligibility for 75 percent dues category within any of the foregoing categories by April 1 of each year. Upon receipt of such verification of eligibility in the prior calendar year, the member shall receive the reduced dues rate effective the following July 1 through June 30. ■



Application for Minimum Hours Reduced Dues Category

Please print clearly and submit to the Membership Division of MNA by April 1.

Name _____

Address _____

City _____ State _____ Zip _____

Email _____

Telephone: Daytime _____ Evening _____

This is to certify that I _____, RN

was paid for a total of _____ hours in the year January 1, _____ through December 31, _____ *

at the following MNA facility(s) of employment for the year of application:

1. _____

2. _____

3. _____

List each MNA facility separately

I certify under penalty of perjury that the information herein is true and complete to the best of my knowledge.

Signed _____

Date _____

** MNA reserves the right to verify this information to determine eligibility*

MASSACHUSETTS NURSES ASSOCIATION • 340 TURNPIKE STREET • CANTON, MA 02021

MNASM

Peer

Assistance

Program

*Help for Nurses
with Substance
Abuse Problems*



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

Please call us at
781-821-4625, ext. 755
or 800-882-2056 (in Mass. only)
peerassistance.com

All information is confidential

*The MNA Peer Assistance Program is a confidential program
provided by the MNA to assist chemically dependent nurses.*

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

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

Boston Metropolitan Area

- Bournwood Hospital, Health Care Professionals Support Group, 300 South St., Brookline. Donna White, 617-469-0300, x305. Wednesdays, 7:30–8:30 p.m.
- McLean Hospital, DeMarmeffe Building, Room 116. LeRoy Kelly, 508-881-7889. Thursdays, 5:30–6:30 p.m.
- Caritas Good Samaritan Medical Center, Community Conference Room, 235 N. Pearl St., Brockton. Steve Nikolsky, 508-238-8024. Thursdays, 6:30–7:30 p.m.
- Health Care Professional Support Group, Caritas Norwood Hospital, Norwood. Jacqueline Sitte, 781-341-2100. Thursdays, 7–8:30 p.m.

Central Massachusetts

- Professional Nurses Group, UMass Medical Center, 107 Lincoln Street, Worcester. Contacts: Laurie, 508-853-0517; Carole, 978-568-1995. Mondays, 6–7 p.m.

Health Care Support Group, UMass School of Medicine, Outside Room 123, Worcester. Emory, 508-429-9433. Saturdays, 1–2 p.m.

Adcare Hospital of Worcester, 107 Lincoln Street, Worcester
Contacts: Lorraine, 508-410-0225
Mondays, 6–7 p.m.

Northern Massachusetts

- Baldpate Hospital, Bungalow 1, Baldpate Road, Georgetown. Dana Fogerty, M.A., 978-352-2131, x57. Tuesdays, 5–6 p.m.
- Nurses Recovery Group, Beverly Hospital, 1st Floor. Jacqueline Lyons, 978-697-2733. Mondays, 6–7 p.m.
- Partnership Recovery Services, 121 Myrtle Street, Melrose. Jay O'Neil, 781-979-0262. Sundays 6:30–7:30 p.m.

Southern Massachusetts

- Peer Group Therapy, 1354 Hancock St., Suite 209, Quincy. Chris Sullivan, 617-838-6111. Tues. 5:15 p.m., Wed., 5:15 p.m. & coed at 6:30 p.m.
- PRN Group, Pembroke Hospital, 199 Oak St., Staff Conference Room, Pembroke. Sharon Day, 508-667-2486. Tuesdays, 6:30–8 p.m.
- Substance Abuse Support Group, AdCare Michelle, 508-965-2479. Mondays, 7–8:30 p.m.

Western Massachusetts

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

Other Areas

- Maguire Road Group, for those employed at private health care systems. John William, 508-834-7036 Mondays.
- Nurses for Nurses Group, Hartford, Conn. Contacts: Joan, 203-623-3261, Debbie, 203-871-906, Rick, 203-237-1199. Thursdays, 7–8:30 p.m.
- Nurses Peer Support Group, Ray Conference Center, 345 Blackstone Blvd., Providence, R.I. Sharon Goldstein, 800-445-1195. Wednesdays, 6:30–7:30 p.m.
- Nurses Recovery Group, VA Hospital, 6th Floor Lounge, North 650, Manchester, N.H. Contacts: Janet K., 978-975-5711 Sandy, 603-391-1776. Tuesdays, 7:00–8:00 p.m.



MNA CONTINUING EDUCATION COURSES

Winter/Spring 2009

Oncology for Nurses

Description: This program will provide 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. This is not an advanced class in cancer nursing. **Class size limited to 25 participants.**

Speaker: Marylou Gregory-Lee, MSN, ANP-BC, ONS

Date: March 4

Snow Date: March 11

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m. – 4 p.m. (light lunch provided)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

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

Contact Hours: Will be provided.

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

Pain Management 2009: What Nurses Need to Know!

Description: This program will address the four stages in the pathophysiology of pain, how to categorize pain to determine treatment goals, and how to type pain in order to critically think through the appropriate drug and non-drug therapies. Assessing patients with various levels of cognitive intactness and treating patients with the co-morbid condition of an addiction disorder will also be presented.

Speaker: Cathy Schutt, MS; ALM; APRN-BC; APRN, BC; CHPN

Date: March 20

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (light lunch provided)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

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

Contact Hours: Will be provided.

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

Surgical and Neurological Complications 2009

Description: This program will enhance professional practice and quality patient care by providing nurses with updated information on the care of patients with surgical and neurological emergencies.

Speaker: Patricia Rosier, RN, MS, CCRN

Date: March 24

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (light lunch provided)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

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

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727 or 800-882-2056, x727

Diabetes 2009: What Nurses Need to Know

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

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

Date: April 2

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (light supper provided)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

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

Contact Hours: Will be provided.

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

ACLS Certification and Recertification

Description: This American Heart Association course will provide information on the clinical management of cardiac and respiratory emergencies through case study approach. Course content includes assessment, arrhythmia recognition, intubation, defibrillation and pharmacological interventions. *Attendees of this course must be proficient in basic dysrhythmia interpretation. This challenging course requires a high degree of self study and is best suited for nurses who work in the areas of acute and critical care.*

Speakers: Carol Mallory, MS, RN, CEN; Mary Sue Bennett, BSN, RN, CEN and other instructors for the clinical simulation.

Dates: April 6 (Certification) and April 13 (Recertification)

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

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*;

Others, \$250 for certification; \$195 for recertification

***Requires \$75 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

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

Critical and Emerging Infectious Diseases

Description: This program will provide nurses with information regarding critical infectious diseases, e.g., MRSA, C. Difficile and emerging infectious diseases, e.g., influenza, Ebola, BSE (diseases listed as examples are subject to change). The morning session will address the epidemiology, signs/symptoms, treatment and prevention of specific diseases. The afternoon session will address protecting nurses and others from disease exposure through the use of environmental and work-practice controls, as well as personal protective equipment.

Speakers: Alfred DeMaria, MD; Thomas P. Fuller, ScD, CIH, MSPH, MBA; Kate McPhaul, PhD, MPH, BSN, RN; Maureen Spencer, RN, Med, CIC

Date: April 17

Time: Registration: 8–8:30 a.m.

Program: 8:30 a.m.–4 p.m. (light lunch will be provided)

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$195

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

Contact Hours: Will be provided.

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



Compassion Fatigue

Description: This program will enable the nurse to identify the common stressors of the health care provider and strategies to combat compassion fatigue.

Speaker: Donna M. White, RN, PhD, CS, CADAC

Date: May 7

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

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727 or 800-882-2056, x727

De-escalation Techniques-Protecting Nurses and Patients

Description: This program will address behavior that threatens the welfare of patients, staff and others. Participants will learn how to recognize and manage aggressive and out-of-control behavior and its escalation, as well as influencing its presentation.

Speaker: Ronald Nardi, MSN, APRN

Date: May 28

Time: Registration: 5–5:30 p.m.

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

Place: MNA Headquarters, Canton

Fee: MNA Members/Associate Members, free*; Others, \$95

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. 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 scheduled. Registration fees will be reimbursed for all cancelled programs.

Contact Hours: Contact hours will be awarded by the Massachusetts Nurses Association for all programs except for ACLS Certification. Contact hours for ACLS Certification are awarded by the Rhode Island State Nurses Association. To successfully complete a program and receive contact hours or a certificate of attendance, you must: (1) sign in; (2) be present for the entire time period of the program; and (3) complete and submit the program evaluation.

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

The Rhode Island State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Participants are requested to avoid wearing scented personal products and refrain from smoking when attending MNA continuing education programs.

Note: CE programs provided solely by the MNA are free of charge to all MNA members. Pre-registration is required for all programs.

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727 or 800-882-2056, x727

Interpreting Laboratory Values

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

Speaker: Mary Sue Howlett, BSN, RN, CEN

Date: June 17

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

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

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

Wound Care

Description: A comprehensive overview of the factors affecting wound care and strategies for managing complex wounds. A thorough review of wound products will enable the attendee to select the optimal dressing based on clinical findings and new dimensions of wound care.

Speaker: Carol Mallia, RN, MSN

Date: June 23

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

Place: MNA Headquarters, Canton

Fee*: MNA Members/Associate Members, free*; Others, \$95

***Requires \$25 deposit which will be returned upon attendance.**

Contact Hours: Will be provided.

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

Getting Healthy, Staying Healthy: Knowledge is Everything



A women's health conference that offers CEUs for nurses.
March 20, 7:30 a.m. – 3:30 p.m., Marriott Copley Place, Boston
Details and registration information: mahealthcouncil.org

MNA REGIONAL CE COURSES

Region 1

Diabetes 2009: What Nurses Need to Know

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

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

Date: March 5 (Snow date: March 12)

Time: Registration: 8–8:30 a.m. (*light lunch provided*)
Program: 8:30 a.m.–4 p.m.

Place: Cranwell Resort, Lenox

Fee: \$50 placeholder fee* for members; \$195 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 1, 241 King Street, Suite 212, Northampton, MA 01060 or call 413-584-4607.

What to Do When the Mass. BORN Comes Knocking

Description: This program will enhance the nurse's professional practice and the quality of patient care by providing continuing nursing education sessions that address clinical nursing knowledge and skills, nursing research, and strategies to effectively respond to professional practice issues. This session addresses strategies to respond to professional practice issues.

Speaker: Janet E. Michael, RN, MS, JD

Date: April 8

Time: Registration: 5:30–6 p.m. (*light supper provided*)
Program: 6–9 p.m.

Place: Sheraton Springfield, Springfield

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 1, 241 King Street, Suite 212, Northampton, MA 01060 or call 413-584-4607.

Region 2

Differentiating Depression, Dementia and Delirium

Description: This program will enable the nurse to positively impact care through an understanding of depression, dementia and delirium, including common etiologies, treatments, and intervention strategies for each.

Speaker: Susan S. Brill, APRN, BC

Date: March 11

Time: Business meeting: 5–5:30 p.m.
Dinner: 5:30–6:30 p.m.
Program: 6:30–8:30 p.m.

Place: Sheraton Four Points, Leominster

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604 or call 508-756-5800.

Chemotherapy: What Nurses Need to Know

Description: This program will provide the nurse with an updated knowledge base regarding chemotherapy for cancer patients and related nursing management, thus enhancing nursing care of oncology patients receiving this treatment modality.

Speaker: Marylou Gregory-Lee, MSN, ANP-BC, ONS

Date: April 28

Time: Business meeting: 5–5:30 p.m.
Dinner and program: 5:30–7 p.m.

Place: Dudley-Gendron American Legion, Sutton

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604 or call 508-756-5800.

Wound Care: Dressing for Success

Description: A comprehensive overview of the factors affecting wound care and strategies for managing complex wounds. A thorough review of wound products will enable the attendee to select the optimal dressing based on clinical findings and new dimensions of wound care.

Speaker: Carol Mallia, MSN, RN

Date: June 9

Time: Business meeting: 5–5:30 p.m.
Dinner: 5:30–6:30 p.m.
Program: 5:30–9 p.m..

Place: Sheraton Tara Framingham, Framingham

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604 or call 508-786-5800.

Region 3

Occupational Health Two Session Program

Session 1: Horizontal Workplace Violence and Bullying

Program Description: This program will educate and impart necessary tools for nurses and other health care workers to recognize and respond appropriately to horizontal workplace violence and bullying.

Speakers: Sharon Sousa, Ed. D. APRN, BC; Christine Pontus, MS, RN, COHN-S/CCM

Date: Feb. 25, 2009 (snow date March 4)

Time: Registration, 5:30-6 p.m. (*light supper provided*); Program, 6-9 p.m.

Place: Canal Club, 100 Towbridge Road, Bourne

Session 2: How Safe is Your Hospital: Protecting Nurses and Their Patients

Program Description: This program describes conditions in health care settings that are hazardous to both nurses and their patients. OSHA, NIOSH, MA DPH and JCAHO recommendations and requirements are addressed to provide participants with resources to further address these hazards.

Speakers: Mark Goldman, CMC, BS; Christine Pontus, MS, RN, COHN-S/CCM

Date: Feb. 25, 2009 (snow date March 4)

Time: 7:30-9:30 p.m.

Place: Canal Club, 100 Towbridge Road, Bourne

Contact Hours: 1.4 contact for each session.

Fee for both sessions: Members and Associate Members: \$25 Non-Members: \$95

Psychiatric Nursing for the Medical Surgical Nurse

Program Description: This full day program will review the common disorders seen in psychiatric patients and their treatment modalities. This program will enable the nurse to impact care for these patients when hospitalized for non psychiatric illnesses.

Speaker: Lee Murray, RN, MS

Date: March 26, 2009

Fee: Members and Associate Members: \$50 Non-Members: \$195

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

Location: Canal Club, 100 Towbridge Road, Bourne,

Contact Hours: 6.2

Registration: Send check to MNA Regional Council 3, PO Box 1363, Sandwich, MA 02563 or call 508-888-5774.

Region 4

Interpreting Laboratory Values

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

Presenter: Mary Sue Howlett, RN, BSN, CEN

Date: April 1

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

Place: Amesbury Sports Park, 12 South Hunt Road, Amesbury, amesburysportspark.net

Contact hours: Will be provided.

Registration: Send check to MNA Regional Council 4, 10 First Ave., Suite 20, Peabody, MA 01960 or call 978-977-9200.

Holy HIPAA! Protecting Privacy, Facilitating Communication

Program Description: Communication and privacy challenges arise every day for nurses. This program will address the application and misconceptions of HIPAA regulations and the challenges created for nurses working to facilitate communication and provide informed care to patients when working with family members and collaborating agencies, while at the same time protecting patient privacy.

Presenter: Tracy Miller, MS, JD

Date: April 30

Time: Breakfast, 8:15 a.m.; Program, 9–11 a.m.

Place: Focaccia, 2 Lowell Street, Wilmington. focacciafood.com

Contact hours: Will be provided.

Registration: Send check to MNA Regional Council 4, 10 First Ave., Suite 20, Peabody, MA 01960 or call 978-977-9200.

Spanish for Healthcare Providers

Program Description: This program is designed to enable the nurse and other healthcare providers to communicate more effectively with their Spanish-speaking patients and families. Learn skills in Spanish and learn basic Spanish medical terminology. A "face-to-face" technique in learning and practicing a language will be utilized.

Presenter: Liliana Zagaria, Certified Medical Interpreter

Dates: May 5, 12, 19, 26 and June 2, 9

Time: 5:30 – 8:45 p.m. A light supper will be served at 5 p.m.

Place: NSMC Salem Hospital, 81 Highland Avenue, Salem. Conference Room Davenport 102B

Fees: Members and associate members: A deposit of \$95 will be returned upon completion of the six-week program. All others: \$225. All participants are required to pay \$40 (non-refundable) for the textbook to be used in this course.

Registration: Send check to MNA Regional Council 4, 10 First Ave., Suite

20, Peabody, MA 01960 or call 978-977-9200.

Important note: Participants are expected to attend all six sessions. The deposit will be returned in full only to those members who attend all six sessions. There is no refund for attendance at part of the program. This program does not award contact hours. A certificate of attendance will be issued upon completion.

Region 5

Cardiac and Pulmonary Emergencies

Description: This program is designed for registered nurses in acute, sub-acute and long-term care settings to learn the clinical management of cardiac and respiratory emergencies. Clinical management of chest pain, brief EKG interpretation and ABG interpretation will be covered. Clinical management of respiratory distress will also be discussed.

Speaker: Carol Mallia, MSN, RN

Date: March 3

Time: 5-9 p.m. (light supper provided)

Place: X&O Restaurant, Stoughton

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021 or call 781-821-8255.

What to Do When the Mass. BORN Comes Knocking

Description: This program will enhance the nurse's professional practice and the quality of patient care by providing continuing nursing education sessions that address clinical nursing knowledge and skills, nursing research, and strategies to effectively respond to professional practice issues. This session addresses strategies to respond to professional practice issues.

Speaker: Janet E. Michael, RN, MS, JD

Date: TBA. Please contact MNA Region 5 at 781-821-8255 or visit massnurses.org

Time: Registration: 5–6 p.m. (light supper provided)

Program: 6-8:30 p.m.

Place: MNA Headquarters, Canton

Fee: \$25 placeholder fee* for members; \$95 fee for non-members

***Will be returned upon attendance at the program.**

Contact Hours: Will be provided.

Registration: Send check to MNA Region 5 Office, 340 Turnpike St., Canton, MA 02021 or call 781-821-8255.

An invitation:

Join the MNF Board of Trustees

The Massachusetts Nurses Foundation is seeking volunteers to join the MNF Board of Trustees. The MNF supports scholarship and research for nurses, with \$80,000 awarded last year.

Membership on the board of trustees is being expanded to include both nurses and other individuals. We are seeking qualified candidates to join the MNF Board. Responsibilities of trustees include:

- ◆ Attending approximately four board meetings per year
- ◆ Chairing or co-chairing a committee
- ◆ Contributing your expertise to achieving the MNF mission
- ◆ Assuming the responsibilities for conduct of the foundation as a trustee of the organization.

To apply, send a letter of interest to Jeannine Williams, President, MNF, 340 Turnpike Street, Canton, MA 02021, or send an e-mail message to Cindy Messia at cmessia@mnarn.org if you have questions.

ARE YOU A NURSE STRUGGLING AFTER A BAD PATIENT OUTCOME? WE UNDERSTAND — WE CAN HELP.

MITSS support team members are aware of the difficult emotional, social and professional issues a nurse has to deal with following an adverse event.

Nurses may experience:

- Feelings of loss
- Shame and guilt
- Depression
- Anxiety
- Feelings of isolation and being alone
- Doubts about professional competence
- Difficulties at work and at home

MITSS provides **confidential**:

- Telephone "hotline" support
- Short-term individual counseling
- Support groups for nurses led by a licensed clinical psychologist
- Referral services for emotional support

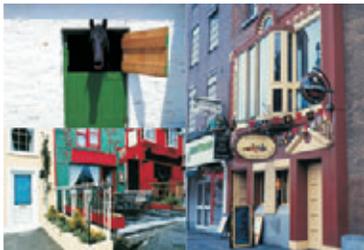
**You chose a caring field.
Maybe it's time to take care of yourself.**

MITSS services are available to any nurse
and are not restricted to MNA members.
Call us toll free at 888-36MITSS or visit www.mitss.org.



The MNASM Traveler EUROPE 2009

in collaboration with 



Ireland Circle Tour - Oct. 15 - 23, 2009 • \$1999

This 9 day/ 7 Night grand tour will showcase many of the great destinations of Ireland. The tour will feature: Shannon, Tralee, Killarney, Blarney, Tramore, Wicklow Mountains, Ring of Kerry, Glendalough, Dublin, Galway, and the Cliffs of Moher. Air, transfers, hotel, breakfast daily, most meals as well as full sightseeing tours daily are included in this tour package.



Costa Del Sol, Spain - Oct. 28 - Nov. 5, 2009 • \$2149

This Spain tour will feature the first 5-nights in the beach resort of Torremolinos on Spain's Costa Del Sol with the last 2 evenings in Madrid. We will enjoy a sightseeing tour including Ronda, Toledo, Grenada to see the Alhambra, Seville, and Gibraltar. This tour includes 3 meals daily except our last full day.

Prices include air, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast, reserve early.

* Prices listed are per person, double occupancy based on check purchase. Applicable departure taxes, fuel tax and travel insurance are **NOT** included in the listed prices. *For more information on these great vacations and to be placed in a database to receive yearly flyers, contact Carol Mallia at cmallia@mnarn.org with your mailing address.*

MNA Member Discounts **Save You Money**

Personal & Financial Services

PROFESSIONAL LIABILITY INSURANCE

NURSES SERVICE ORGANIZATION800-247-1500
Leading provider of professional liability insurance for nursing professionals. www.nso.com.

CREDIT CARD PROGRAM

BANK OF AMERICA800-847-7378
Exceptional credit card at a competitive rate.

TERM LIFE INSURANCE

LEAD BROKERAGE GROUP800-842-0804
Term life insurance offered at special cost discounts.

LONG TERM CARE INSURANCE

WILLIAM CLIFFORD800-878-9921, x110
Flexible and comprehensive long-term care insurance at discount rates.

SHORT TERM DISABILITY INSURANCE

ISI NEW ENGLAND INSURANCE SPECIALIST LLC888-474-1959
Six-month disability protection program for non-occupational illnesses & accidents.

LONG TERM DISABILITY INSURANCE

LEAD BROKERAGE GROUP800-842-0804
Provides income when you are unable to work due to an illness or injury.

RETIREMENT PROGRAM

AMERICAN GENERAL FINANCIAL GROUP/VALIC800-448-2542
Specializing in providing retirement programs including 403(b), 401(k), IRA, NQDA, Mutual Funds, etc.

DISCOUNT TAX PREPARATION SERVICE

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

HOME MORTGAGE DISCOUNTS

RELIANT MORTGAGE COMPANY877-662-6623
Save on your next home loan/mortgage with discounts available to MNA members and their-families. Receive free mortgage pre-approvals.

LIFE & ESTATE PLANNING

LAW OFFICE OF DAGMAR M. POLLEX781-535-6490
10-20% discount on personalized life & estate planning.

BLUE CROSS BLUE SHIELD

For details on health insurance plans, call 800-422-3545, ext. 65414

Products & Services

AUTO/HOMEOWNERS INSURANCE

COLONIAL INSURANCE SERVICES, INC.800-571-7773
MNA discount available for all household members. No service charges with convenient EFT payment. www.colonialinsuranceservices.com.

CELLULAR TELEPHONE SERVICE

AT&T WIRELESS800-882-2056, EXT. 726
MNA members can now go to any AT&T Wireless company store for all transactions. 8% discounts on rate plans, 20% on accessories.

T-MOBILE866-464-8662
Get a free phone, free nationwide long distance and roaming and free nights and weekends (on specific plans). No activation fee for members.

DISCOUNT DENTAL & EYEWEAR PROGRAM

CREATIVE SOLUTIONS GROUP800-308-0374
Best benefits—a health care savings plan that cuts the cost of health care expenses. Discounts on dental, eyecare and chiropractic expenses.

JEFFY LUBE DISCOUNT

Obtain an MNA discount card to receive 15% discount on automobile products & services.

CONSUMER REFERRAL SERVICE

MASS BUYING POWER866-271-2196
Before you make your next purchase visit www.massbuy.com for any new products and services. (Sign-in name: MBP, password, MBP)

DISCOUNT PRODUCTS BY MEMBER ADVANTAGE

MEMBER ADVANTAGE781-828-4555 OR 800-232-0872
Discount prices on a broad range of products. Register at mnadiscountproducts.com (Company code: MNA2006).

OIL BUYING NETWORK DISCOUNT

OIL BUYING NETWORK800-660-4328
Lower home oil heating costs by 10–25 cents/gallon or \$150 per year.

WRENTHAM VILLAGE PREMIUM OUTLETS

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

CAMBRIDGE EYE DOCTORS

Obtain your Sight Care ID card to receive discounts on eye exams, eyeglasses & contact lenses at Cambridge Eye Doctors or Vision World.

HEALTH CARE APPAREL

WORK 'N GEAR DISCOUNT800-WORKNGEAR
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

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

Travel & Leisure

CAR RENTAL

AVIS CAR RENTAL1-800-331-1212
Discounts can be used for both personal and business travel. (For MNA discount AWD, call 781-830-5726.)

HERTZ CAR RENTAL800-654-2200
MNA members discounts range from 5 – 20%. (For MNA discount CDP, call 781-830-5726.)

EXCLUSIVE TRAVEL DEALS

MNA VACATION CENTER WWW.MNAVACATIONS.COM
Powered by TNT 888-466-2849 and Goahead tours 800-282-0276. Get exclusive access to travel specials at prices not available to the public.

DISCOUNT MOVIE PASSES

Showcase Cinemas/National Amusements, \$7.75. AMC Theatres, \$6. Regal Cinemas (not valid first 12 days of new release), \$6.

DISNEY DISCOUNT

Discounted tickets to Walt Disney World and Disneyland along with other Florida attractions. Call 800-331-6483 .

ANHEUSER-BUSCH ADVENTURE PARKS DISCOUNT

Obtain Adventure Card to receive discounts to Busch Gardens, Sea World, Sesame Place, Water Country USA & Adventure Island in Tampa, Fla.

UNIVERSAL STUDIOS FAN CLUB888-777-2131
Log onto the MNA Web site at www.massnurses.org and click on the Universal Studios Link to obtain special discount prices.

WORKING ADVANTAGE

Discounts for movies, theme parks, ski tickets, Broadway shows. www.workingadvantage.com (Member ID available from MNA, 781-830-5726).

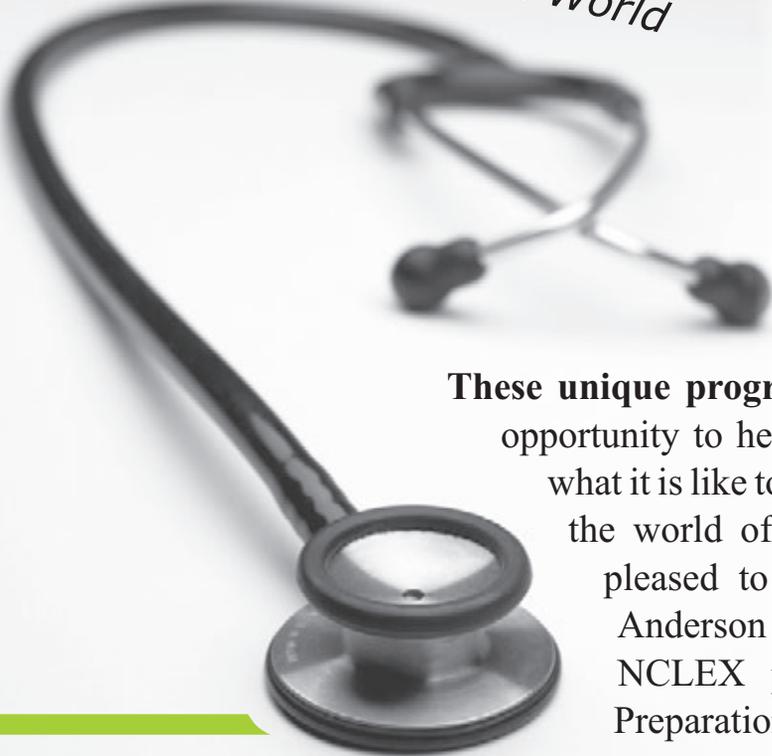
SIX FLAGS NEW ENGLAND

One day pass only \$25. Contact MNA's Division of Membership at 800-882-2056, x726.

Transitions

for Senior Nursing Students

Welcome to the **Real World**



FREE
programs to
senior nursing
students and
nursing faculty.

These **unique programs** provide senior nursing students the opportunity to hear first-hand from recent graduate nurses what it is like to transition from the school environment to the world of professional nursing. This year we are pleased to announce that we will also have Don Anderson CMS, RN, MSN, Ed D, who is a leading NCLEX preparation expert and owner of Test Preparations Specialist as one of our key panelist.

Topics will include:

- Suggestions for NCLEX Preparation
- How to best manage a job search in today's nursing environment
- Interview strategies to ensure a new graduate orientation and preceptorship for successful transition to the RN role

Representatives from area hospitals and other healthcare resources will be available before the formal program to discuss employment opportunities. All attendees are encouraged to bring copies of their résumés. A light supper will be served.

Locations & Dates:

April 2, 2009 • 5:30 - 9:00 PM Lombardo's Function Facility, Randolph, MA

April 7, 2009 • 5:30 - 9:00 PM Crowne Plaza Hotel, Worcester, MA

April 16, 2009 • 5:30 - 9:00 PM Springfield Marriott, Springfield, MA

These programs are **FREE** to senior nursing students and nursing faculty. Space will fill quickly! You must pre-register for the program by contacting Theresa Yannetty at the MNA at 800-882-2056 x727 or emailing her at tyannetty@mnarn.org.