

the Massachusetts

# nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

Vol. 80 No. 10



ADVOCATE

## Local activists protest outside Cigna



November/December 2009

**MNA**<sup>SM</sup>

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



# SUPERUNION

## Vote on Super Union dues proposal is in! Visit [massnurses.org](http://massnurses.org) and type "Dues Proposal" in the search bar for details

Due to the MNA's publication schedule, the specifics on the "Super Union" dues proposal could not be covered in this edition of the *Massachusetts Nurse*. The results, however, will be final by the time this edition arrives in your mailbox.

We encourage you to visit [massnurses.org](http://massnurses.org) to learn more about the final outcome. Once on the MNA's homepage, type "Dues Proposal" into the search bar; complete details will be included in the first link that appears at the top of the search results.

And look back here for additional news and updates next month.



Outgoing MNA President Beth Piknick, RN, received a citation from the Massachusetts House of Representatives presented to her by state Rep. Cleon Turner, D-Dennis, at the annual Mass. Nurses Political Action Committee business meeting on Oct. 2. Piknick received the citation for her outstanding work and dedication as MNA president for the past four years.

### Nurses' Guide to **Single Payer** Health Care

- **Activists arrested protesting at Cigna**
  - **AFL-CIO endorses single payer Medicare for all**
- Stories, photos on Page 8*

## the Massachusetts **nurse**

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**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.

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**MNA**<sup>BM</sup>  
MASSACHUSETTS NURSES ASSOCIATION



## Let us begin the work that needs to be done

By Donna Kelly-Williams

This is my first column as the newly elected president of the MNA, an organization I have belonged to and cherished for more than 30 years. First of all, I want to take this opportunity to thank you, the membership, not only for electing me to this honorable position but, more importantly, for being the backbone of one of the most powerful organizations in the state, and, as a result of our recent vote at convention, one of the most influential nursing organizations in the nation.

I am excited to begin the work of my presidency on your behalf because this is truly *your* organization and I am here—along with the board of directors—to serve your interests and to address your needs, be they on the bargaining unit level, the legislative level, the clinical practice level or the health and safety level. And, of course, the MNA's additional expertise in organizing and communications will come into play every time the Board and I work on your behalf at any of those levels.

We ALL make up the MNA; we are all fighting for the same thing. No matter what differences we might have on specific issues, we



Donna Kelly-Williams

are united in wanting what is best for the profession of nursing. Like you, I love being a nurse and I am committed heart and soul to utilizing the MNA's resources to make sure that you have the tools, the resources, the education and the

power to improve your practice and protect your patients. These are tough times for everyone, and for nurses and health professionals in particular. But the MNA, through its collective will and collective action are more than strong enough to weather these tough times.

As your president, I am committed to reaching out to you, the members, in any way possible. Since taking office, I have been attending as many MNA programs as possible to introduce myself and to talk to members about what they think, what they need, and

what they are willing and able to do in order to help us fulfill our mission. I am also ready and willing to talk to any member—one on one—about the issues they find most urgent and important.

I urge you to contact me. I want to hear from you. My cell phone is 781-363-2745. My e-mail address is [dkellywilliams@massnurses.org](mailto:dkellywilliams@massnurses.org).

When we talk, I will listen and I will do my best to help. But please realize that I will also offer you a challenge, and that challenge may be in the form of any number of important questions: What have you done or what can you do to help us achieve the goals of our profession and/or for your bargaining unit? Have you read your copies of the *Massachusetts Nurse*? Have you been to our Web site, [massnurses.org](http://massnurses.org)? Do you attend your local bargaining unit meetings? Have you called your legislators or other public officials about an issue or concern?

Because to paraphrase President Kennedy, ask not what the MNA has done for you, but ask what we can all do through the MNA to make nursing better. I for one am committed to working with you and for you to that end. Let us begin ... ■

## Donna Kelly-Williams elected president of MNA

Donna Kelly-Williams, RN, a resident of Arlington and a staff nurse at Cambridge Health Alliance, has been elected president of the Massachusetts Nurses Association.

Kelly-Williams, who is the 38th president in the MNA's 106-year history, will serve a two-year term of office. She brings with her more than 30 years experience in nursing and more than 20 years of service to the MNA. She holds an associate's degree in nursing from Lassell College, a bachelor's degree in labor studies from UMass Boston, and a master's degree in health care management. She also earned a certificate from the internationally renowned Harvard Law School Trade Union program and is board certified in pediatric nursing.

"I am so grateful to have been elected to lead this great organization of nurses and to work with our membership to continue our century-long effort to improve the profession of nursing, and the quality and safety of care we deliver to patients each and every day," said Kelly-Williams. "It is such a privilege and an honor to be a registered nurse, and I hope to use this opportunity to defend the profession so that anyone who wants to do this job can do it to the best of their ability."

Kelly-Williams will assume the helm of the organization as it embarks on a new era of national involvement, with the membership's

recent endorsement of affiliation with National Nurses United, a new national nurses union founded by the MNA along with the California Nurses Association/National Nurses Organizing Committee and the United American Nurses. The organization, which is holding its founding convention this month, will comprise more than 150,000 members in 22 states and will become the largest union of registered nurses in the nation's history.

"There is no more important time for nurses to have their voices heard on the national stage than now," Kelly-Williams explained. "Many of the issues that impact our members' ability to care for patients safely are settled outside of our state's borders. Our participation in a new national nurses union will allow our members to lend their voices to a host of issues, including health reforms, labor reforms and the national push for legislation to guarantee safe RN staffing levels in America's hospitals."

Kelly-Williams is also committed to winning passage of legislation on the state level, long sought after by the MNA, to establish safe patient limits for nurses and provide a ban on mandatory overtime, while establishing programs to foster the recruitment of nurses into the profession.

She is also interested in educating nurses about the importance of creating safe and

respectful work environments where every nurse is valued and protected. "In the current chaotic health care system, nurses are often overworked and overstressed, subject to workplace violence from patients and visitors, as well as horizontal violence from peers, physicians and co-workers," she explained. "I will make it my goal to work within the nursing and health care community to foster an environment of tolerance and respect which, in the end, will ensure the safety of the patients."

According to MNA Executive Director Julie Pinkham, "Donna is truly a nurse's nurse who is widely respected as both a clinician and as a fierce advocate for her colleagues. Passionate and tenacious are two words that define her commitment to nursing and to the labor movement that protects nurses."

Kelly-Williams has spent her entire nursing career as a front-line caregiver and staff nurse at Cambridge Hospital, where she began her career as a nurse's aide in the newborn nursery in 1974. Later she "clawed her way into nursing school," walking into the dean of nursing's office after first being rejected and asking to just be given a chance to prove that she could be a good nurse. She was admitted the following year, and she made good on her promise. She began a career as a medical-surgical nurse, but

See *Kelly-Williams*, Page 9

# Safe RN Staffing: **Fact vs. Fiction**

Opponents have spent years and millions of dollars spreading disinformation about the Patient Safety Act, which would limit the number of patients a hospital nurse is forced to care for at one time. This disinformation campaign has been effective in causing confusion in the health care community, including among nurses. Below are some examples of the hospital industry's disinformation campaign, along with the **FACTS** about safe RN staffing:

**Fiction:** This is a narrow issue being pushed by special interests.

**Fact:** This is a critically important patient safety issue that affects every citizen of the commonwealth, and a strong, consistent majority of the public wants safe staffing limits. **One poll after another has shown that 80 percent of the public wants limits on how many patients a nurse must care for at a time.** Furthermore, registered nurses fighting for safe patient care are supported by the Coalition to Protect Massachusetts Patients, a group of over 125 health care, faith and patient advocacy organizations, labor unions, and community groups. Visit [protectmasspatients.org/endors.htm](http://protectmasspatients.org/endors.htm) for details.

**Fiction:** There is no scientific evidence to support this legislation.

**Fact:** There are literally dozens of studies that demonstrate both the patient care and cost savings benefits of safe RN staffing. A list of such studies is available on the legislation and politics pages of MNA's Web site: [massnurses.org](http://massnurses.org).

**Fiction:** Safe RN staffing has been a failure in California, which has safe staffing limits.

**Fact:** **Safe RN staffing has been a success in California!** RNs are coming back to the bedside in droves, and nurses report the kind of job satisfaction that will keep them at the bedside. Furthermore, hospitals have been able to meet the nurse staffing levels required without significant financial disruption. According to the California Health and Human Services Agency there has been "no negative impact on the health care system. [Their] data shows that hospitals have been able to meet the lower ratios."

**Fiction:** There aren't enough nurses to meet the limits

**Fact:** All across the state, hospitals are presently implementing layoffs and hiring freezes. New RN grads cannot find jobs. Hospital managers even admit this. "There is this ginormous glut of new grads," Steve Taranto, head of human resources at MGH, recently told NPR. Clearly, the claims that hospitals simply couldn't find nurses even if they tried to staff safely are false. Rather than exacerbating shortages, Safe RN Staffing will help alleviate long term nursing shortages. **Since California's Safe RN staffing law was signed, the number of actively licensed RNs has grown by an average of more than 10,000 a year, compared to under 3,000 a year prior to the law.**

**Fiction:** Safe RN Staffing will result in layoffs of support staff

**Fact:** There is language in the Patient Safety Act that *specifically prohibits* hospitals from meeting the staffing limits by eliminating ancillary staff positions. Furthermore, unions representing ancillary staff in Massachusetts hospitals—including 1199 SEIU, UFCW 1445, and the UAW Local 2322—ALL support the Patient Safety Act. The legislation **clearly** protects ancillary staff.

**Fiction:** Hospitals can't afford this.

**Fact:** The hospital industry in Massachusetts has seen surpluses of \$916 million, \$1 billion and \$1.3 billion and \$486 million in recent years. Although the recent downturn has caused some hospitals financial stress, the Patient Safety Act specifically addresses this sort of short-term financial hardship by providing a waiver process to exempt struggling institutions temporarily. But more importantly, studies report that hospital acquired infections may be causing up to \$675 million a year in avoidable medical costs. Furthermore, Medicare has begun tightening its reimbursement regulations and will soon stop paying for medical errors altogether. Safe RN staffing will reduce costly medical errors. **In reality, hospitals can't afford not to staff safely.**

**Fiction:** The bill uses an inflexible "cookie cutter" approach.

**Fact:** This bill will use an acuity system so that the level of care provided is based on the sickness of each individual patient, as well as the support services available in each individual hospital. In fact, the bill provides considerable flexibility while still ensuring that limits are real and enforceable. Nowhere in the bill are there specific ratios, nor have there been since 2006. **The only flexibility the hospital industry will lose is the flexibility to understaff.**

**Fiction:** The hospital industry is voluntarily addressing this problem. The industry can regulate itself.

**Fact:** Indeed, the hospital industry promised to regulate itself three years ago when, to great fanfare, it introduced a Web site that purported to post staffing plans that hospitals would voluntarily put in place and that the public could review. Leaving aside the question of whether or not a Web site would actually make patients safer, the Web site itself has proved to be a farce. **Halfway through 2009, the industry had yet to report on 2008, let alone post their 2009 plans.**

In truth, the industry's efforts at "self regulation" have resulted in the current dangerous conditions. Their voluntary efforts to staff safely are clearly a sham designed to thwart legislative action on this important patient safety issue. The hospital industry cannot police itself, any more than Wall Street has successfully policed itself. Some basic regulation is needed. The Patient Safety Act provides that.

The hearing on the Patient Safety Act was Nov. 3 at the State House. If you are interested in becoming involved with the campaign for Safe RN Staffing, or for more information, contact Riley Ohlson at 781-830-5740 or at [rohlon@mnarn.org](mailto:rohlon@mnarn.org).





MNA president Donna Kelly-Williams, RN, and Board member Barbara Tiller, RN, meet with Rep. Richard Ross (R-Wrentham), who is Tiller's state representative, to discuss the Patient Safety Act. Ross is a supporter of the legislation.



Nurses, seniors and labor allies went to the State House in October to talk to legislators about the cost effectiveness of requiring hospitals to provide safe RN staffing. Specifically, the group talked to legislators about the impact of pressure ulcers, which are linked to unsafe staffing. These preventable complications result in both increased suffering for patients and dramatically increased costs. Pictured are: rear row, Barbara "Cookie" Cooke, RN, Pam Edwards, Mass. Senior Action, MNA President Donna Kelly-Williams, RN, Barbara Tiller, RN; middle row, Ava Gomes, Barbara Mann, Allene Greenwood, Bob Lennon, UFCW, and Elliot Shepatin; front row, North Shore Labor Council organizer Rosa Blumenfeld and Tina Russell, RN.

## Health



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## Union democracy: not a passive activity

By Joe Twarog

Associate Director of Labor Education

There has been a lot of discussion recently on the issue of union democracy. So, it may be an appropriate time to review what in fact makes a union “democratic.” This issue gets to some very basic questions for union members. What kind of union do members want? What does workplace democracy mean? How do you build a democratic union?



Joe Twarog

Union democracy means that the members are a part of an open organization and have direct input into how the union operates and how decisions are made. A democratic labor union is transparent and it is member-driven,

while exclusion and secrecy are its enemy. This is not a revolutionary concept in the labor movement by any means, but it is often an illusory one and sometimes difficult to implement in practice.

The Labor Management-Labor Reporting and Disclosure Act (LMRDA) of 1959 includes a “Bill of Rights” that provides for certain democratic rights for union members, including: free speech and due process; freedom of assembly; the right to a secret ballot on dues; the right to receive a copy of the contract. While the LMRDA was controversial when debated in the late 1950s—since organized labor properly noted that Congress never would insert itself so directly in the internal operations of corporations—it has nonetheless provided a baseline for democratic operations.

The legislation grew out of a reaction to abuses of some unions towards their membership— with top-down and autocratic structures and decision making that locked out the rank and file, and operated in secrecy. Some of these unions were in fact corrupt and there was a strong desire to rectify these by law.

### Benchmarks of union democracy

The Association for Union Democracy (the AUD) is described as a “non-profit organization dedicated to advancing the principles and practices of democratic trade unionism in the North American labor movement.” It has suggested that there are “benchmarks” for measuring and monitoring union democracy. These include:

- Fair elections that promote participation
- Frequent contested elections (that go

beyond the minimum Department of Labor requirements)

- Open publications
- Elected shop stewards (floor representative)
- Member ratification of contracts
- Grievants’ bill of rights (full participation in the process with full information on their case)
- Regular local meetings
- Education for members
- Internal communication (including member caucuses, rank-and-file newsletters and Web sites)

The AUD acknowledges that this is not an exhaustive list and some items may be debatable, and that achieving such democracy entails “constant vigilance and struggle.” But these benchmarks offer a good starting point as well as providing a checklist to measure a union’s progress toward that goal.

### Leadership development and organizing

A union is not a passive organization nor is it a secret society. It functions best when there is openness and when the membership owns and participates in its operation. A union is not an insurance company nor is it like the American Automobile Association, which comes to our rescue when we need it because we have paid our dues. A union requires an active and engaged membership with dynamic and visionary leadership at all levels. Again, secrecy is not a sign of a strong, confident or democratic organization, but rather a sure sign of control, paranoia and exclusion.

Labor activist and author Michael Eisen-scher once wrote, “So long as union members are treated like, and see themselves as, consumers of union services rather than co-creators (with one another and with their leaders) of union power, efforts to recruit members to this organizing task ... will always fall short of what is needed.”

This organizing and democratic model also suggests that it is not enough for a union to simply “win” grievances and arbitrations and to negotiate collective bargaining agreements—what Eisen-scher calls the “Contracts-R-Us” model. But rather the challenge is to build a truly democratic and powerful union that can achieve such short-term goals while also focusing on the larger picture which would include the role of the employee and the relationship to the employer and to the product or service being produced. For MNA nurses and health care professionals this easily translates into



advocacy for safe working conditions (safe needles, safe staffing) as well as the delivery of quality patient care (safe patient handling) and issues such as national health insurance.

### The MNA and the democratic model

The MNA has evolved over the years into a strong and active labor union. Many of the benchmarks listed above are ones that have been met in MNA units. Examples include bargaining units that have:

- Regular monthly membership meetings
- Ratification of initial contract proposals
- Organizing members in support of grievances
- Group actions that challenge bad management policies and actions
- Open negotiations with members in attendance
- Unit newsletters and bargaining updates
- Contract action teams
- A fully mapped and regularly updated facility
- An operational and effective internal communications system
- High union visibility
- Structured union orientations
- A full complement of elected officers and floor representatives

But the work continues and the challenges remain as it is always an on-going process. With the advent of the new National Nurses Union (NNU), the MNA has a tremendous opportunity to develop into a powerful and democratic union.

While the recent membership vote to affiliate into the NNU was not without differences of opinions, there was a full opportunity for debate of the issues involved in creating a new national union. Such opportunity to discuss and dissent and then to ultimately make an informed decision is an example of union democracy in action.

The MNA passed the test of union democracy and can only become stronger as a result. ■

## MNA leaders address issue of safe patient handling during D.C. visit

MNA president Donna Kelly-Williams, RN, and past president Beth Piknick, RN, traveled to Washington D.C. in October with Chris Pontus, associate director in nursing and a coordinator in the MNA's health and safety division, to share their personal experiences regarding safe patient handling during a congressional staff briefing.

Each year, thousands of nurses and other health care workers are injured from manually lifting patients. The injuries are the cumulative effect of years of lifting more than the human body can handle. The rate of back, shoulder, and neck injuries among health care workers exceeds that of workers in construction, mining and manufacturing. As a result, 50 percent of health care personnel suffer from chronic pain and at least 12 percent leave their jobs due to permanent and disabling injuries.

Safe patient handling equipment—that eliminates the need for most manual patient handling—is available and has been for years. Programs combining appropriate equipment and training for personnel reduce injuries to workers/patients and are cost effective—reducing workers' comp injury rates by up to 95 percent and workers' comp costs by up to 75 percent. But most health care facilities still do not purchase the equipment for their employees.

The briefing was organized in part by the Coalition for Healthcare Worker and Patient Safety.

The Nurse and Health Care Worker Protection Act of 2009 (H.R. 2381)—which the MNA supports—would require OSHA to develop a safe patient handling standard and require health care facilities to implement safe patient handling programs. ■



MNA leaders, from left, Chris Pontus, Beth Piknick and Donna Kelly-Williams, with Congressman John Conyers, D-Mich., sponsor of the Nurse and Health Care Worker Protection Act of 2009.

## MNA members ...

### Out and about and active in Western Mass.



**North Adams:** Members of the Baystate Franklin Medical Center MNA Committee recently traveled over the Berkshire mountains to attend a meeting of the MNA Board at North Adams Regional Hospital. By bridging the mountains the two groups were able to discuss common issues important to both MNA units.



**Longmeadow:** MNA board member Sandra Hottin, RN, speaks in favor of single-payer health care at an October forum on health care reform sponsored by the Longmeadow Democratic Town Committee.

## Activists arrested protesting at Cigna Health

Four Mass-Care activists were arrested at Cigna's offices in Newton this fall, as part of a delegation of 11 health care advocates who were asking Cigna HealthCare executives to sign a pledge saying that they would not:

- use patients' premium dollars to lobby against universal health reform
- stand between a doctor and patients
- discriminate against enrollees based on pre-existing conditions, age, ethnicity, gender, immigration status or any other social status

Instead of meeting with the delegation—which included a doctor, a teacher, a nursing student, a patient, a veteran, a student and representatives from local single payer advocacy groups—Cigna instructed police to arrest the group if they attempted to enter the property. Many of the delegation carried Mass-Care posters and wore signs on their backs reading “Cigna Profit\$, Patients Suffer.”



Sandy Eaton, RN, discussed the day's events with Lorie Miller, a student nurse who was arrested for her involvement.

**Eaton:** Well, Lorie, tell us a little about yourself.

Miller: I am a student nurse at Simmons College in Boston and I will be graduating in December of 2010. I am in an accelerated second degree program, with a bachelor's in international studies, with a focus on education, and a minor in French. I decided to come to Boston three years ago to go to school, and then I decided to go into nursing.

**Eaton:** What made you decide to go into nursing?

Miller: I was drawn to the holistic approach seen among fellow students in the prerequisite courses, other people who were changing their careers. I come from a liberal arts/international affairs background, so I have developed a world-



The protestors—proud and confident—after being released.

view. I am excited to be going into nursing.

**Eaton:** Is this the first time you've been arrested?

Miller: Yes.

**Eaton:** What moved you to get involved this way?

Miller: The timing had a lot to do with it. We have great opportunities right now, with all the discussion regarding health care, but it is so frustrating. The demonstration in October put the focus on the people who are blocking change, the insurance companies, and the fact that they are spending profits from denying care to lobby against change. The level of misinformation and emotion is very high. We need to come back with a strong action, against Cigna and the other companies that deny care.

**Eaton:** As a student nurse, what role do you see here for patient advocacy?

Miller: Right now I am focused on studies and clinicals. One of my reasons for going into nursing is the desire to practice holistic care, which includes caring about the financial situations of families ... who is going to pay for medications, etc. That is the reason I

went into nursing. I not only want to advocate for individual patients, but advocate for bigger change—change in policy. I have been working with the Simmons College Student Nurses Association, which sponsored a forum on healthcare on campus on Oct. 8.

**Eaton:** Describe the forum.

Miller: The forum featured Benjamin Day (executive director of Mass-Care) and Judith Shindul-Rothschild (past president of MNA and associate professor of nursing at Boston College). I have now joined Mass-Care and will continue to work for change.

**Eaton:** Some would argue that nurses and their organizations should keep their focus narrow and local in terms of patient advocacy and collective action. What do you think?

Miller: I do not buy into that and I do not see any reason we cannot do both. Nurses need to come together in collective action regarding how we do our job. But right now timeliness is important. We have somewhat of an open door with the administration. We have some openings in Congress. We need to be there as practitioners to fight for what is going to work for us and for our patients. ■

## AFL-CIO endorses single payer Medicare for all

In a unanimous vote, the AFL-CIO endorsed the single payer Medicare for all approach to healthcare reform as the “most cost-effective and equitable way to provide quality healthcare for all.”

The resolution capped a successful effort led by the Labor Campaign for Single Payer and other groups to put the AFL-CIO on record rejecting private insurance and in support of a social insurance model for healthcare reform. The MNA played a strong role in the founding of the LCSP in January.

The resolution passed shortly after Presi-

dent Obama addressed the convention meeting in Pittsburgh in September. The vote capped several days of enthusiastic organizing at the convention.

Jeff Crosby, president of the North Shore (Mass.) Labor Council said that he was proud that the federation will assume “moral leadership” of the movement for healthcare for all and of how important that leadership is for our allies in the community. ■



**Labor Campaign for Single Payer:**  
laborforsinglepayer.org

## Wilmington school RN honored by MSNO

On Oct. 31, Sue Rowe—a longtime MNA member, Wilmington school nurse and former bargaining unit chairperson—was honored, in absentia, by the Massachusetts School Nurses Organization at its fall conference where she was named winner of the prestigious “Bill Doran Award.”

According to Joanne Benton, the superintendent of schools in Wilmington, Rowe “is a professional who works behind the scenes to help anyone in need. She consistently performs at the highest level of professionalism and one of her most extraordinary strengths is her incredible empathy. She understands the challenges that face our students and she coordinates all kinds of projects.”

A nurse colleague of Rowe’s added that she “recognizes the significant increase in the number of students diagnosed with mental health issues and she has made a point of accommodating those students in a very private, safe and supportive manner.”

Rowe also helps faculty and staff with their medical concerns, is the advisor to the Medical Careers Club and is the creator of a collaborative program between the high school and the town senior citizen center. She also sits on numerous high school committees and the Bread and Roses food drive committee. ■

## ... Kelly-Williams

soon returned to caring for infants and children, where she remained for the next 24 years, until Cambridge Health Alliance consolidated services and eliminated its pediatric in-patient program. She is now orienting to her new role in the hospital’s maternity unit.

“Thirty-years later I still love being a nurse. I cherish every child who I was able to make feel better,” she said with a smile. “And now, despite being a rookie again in labor and delivery, it never ceases to amaze me the power nurses have to show compassion for a patient, to help them get through whatever they are facing. I take pride in holding those newborns and rocking them to sleep at night so that their exhausted mom can get the rest they need.”

A talented educator, Kelly-Williams recently received the Massachusetts General Hospital Clinical Excellence in Resident Education Award, for her work in mentoring pediatric residents.

### A longtime labor activist

Kelly-Williams is equally committed to her role as a union member and leader, and the power the union movement brings to nurses and workers. Her interest in the labor movement was sparked at the outset of her nursing career

## 2009 MNA election results

### President

Donna Kelly-Williams 1423

### Secretary

Rosemary O’Brien 1389

### Director, Labor

#### Region 2

Patricia Mayo 1199

#### Region 3

Karen Gavigan 1163

#### Region 4

Patricia Rogers Sullivan 137

#### Region 5

Dan Rec 675

### Director at Large, General

Mary Bellistri 1043

Jim Moura 1046

Nora Watts 901

### Director at Large, Labor

Karen Coughlin 1085

Kathy Logan 957

Kathy Metzger 1049

Colleen Wolfe 1061

### Nominations Committee

#### Region 3

Linda Condon 1180

#### Region 5

Sandy Eaton 1225

### Congress on Nursing Practice

Linda Barton 1225

Peg Tayler Careau 1186

Mary Doyle Keohane 1195

Beth Piknick 1274

Leann Tibets 1186

### Congress on Health Policy

Sandy Eaton 1270

Nancy Pitrowiski 1176

Tina Russell 1198

Pamela Vaughn Mason 1161

### Congress on Health and Safety

Patti Duggan 1223

Sandy LeBlanc 1200

Kate Opanasets 1211

### At Large Regional Council

#### Region 1

Mary Kay Kasuba 89

Christine Martin 88

#### Region 2

Susan Mulcahy 376

#### Region 3

Trudy Bull 277

Lauren Johnston-Lavender 281

#### Region 4

Sandra Murray 154

Patricia Rogers Sullivan 137

when, during her first year as a nurses aide, she was confronted with a picket line for a pending strike by health care workers at her facility. Upon going home and asking her father’s advice as to what she should do, the answer came back clear and unequivocal: “you support your union, you don’t cross a picket line.”

“That strike eventually resulted in my receiving a significant pay increase and other benefits, and I became acquainted with what a union can do,” Kelly-Williams said.

Later in her career, Kelly-Williams became involved in her own union, the MNA, at Cambridge Hospital. She joined the negotiating committee, and eventually became elected chair of the bargaining unit, a position she has held for the last 15 years. In her role, Kelly-Williams was recognized as one of the strongest local bargaining unit leaders in the state. She is respected by management, and every city council member and local legislator are well acquainted with her and the issues in which she and her members are interested in.

In recent years she served on the MNA Board of Directors and for the last four years served as the MNA vice president, helping to lead the organization’s efforts to address a host of issues

including, safe RN staffing, the prevention of workplace violence, a 2008 ballot campaign to defeat Question 1 (which would have eliminated the state income tax) and the push for the MNA affiliation with National Nurses United.

In addition to her passion for nursing, Kelly-Williams is most proud of her family, her husband of 31 years, her two sons who are both Marine Corps veterans who served in Iraq, Japan and the Mediterranean and are now Massachusetts state troopers, and her daughters, Kathleen who is a graduate student in education at Salem State College, and Kelly who, like her mom, is working on establishing a career in nursing.

Surveying her life and career, Kelly-Williams tells of her pride when she was recently invited to a special dinner at the prestigious Harvard Faculty Club as part of the Harvard Trade Union program. “My parents were both first generation Americans, and my mother for years worked in the kitchen there, and she always had to enter from the back door. I remember using that door to go visit her. But here I was, representing this powerful organization, having dinner at a table my mother used to serve, knowing how proud she would have been to see me walk in through the front door.” ■

# Recognizing nursing excellence: MNA 2009 award winners

## ELAINE COONEY LABOR RELATIONS AWARD

*Elaine Cooney was a nurse who believed passionately in both the central importance of the role nurses play in the health care industry and the role collective bargaining plays in protecting and servicing the interest of nurses. When Elaine was hired into a staff position at the MNA, she became one of the first RNs in the Massachusetts to negotiate contracts on behalf of RNs. The Massachusetts Nurses Association proudly remembers Elaine Cooney and her dedication to both our members and profession by recognizing members who make a significant contribution to the professional, economic and general welfare of nursing. This year's recipients included:*

**Sheila C. Ainsworth, RN**, has been an active member of the MNA for more than 40 years. As a positive and professional role model, Sheila provides superior care to her patients and demonstrates clinical competence while fostering an environment of respect, collaboration and effective communication within a multidisciplinary team. She has consistently exhibited a strong commitment to the labor relations program by serving in a leadership role of the bargaining unit at St. Elizabeth's Medical Center from its inception until 2002.

**Jackie Brosnihan, RN, CNOR**, has been an advocate for nurses in the UMass Memorial system since 2001. She was the lead organizer and was instrumental in a positive vote leading to the nurses at the Memorial, Hahnemann, Home Health and Hospice campuses of the UMass Memorial Hospital system joining the MNA. Brosnihan defended the employment rights of the RNs within the system, fighting mandatory overtime, low wages, high patient workloads and unfair work practices that the RNs of the UMass Memorial Hospital system were facing daily. Since becoming chair of the bargaining unit, Brosnihan has been dedicated to achieving fair employment practices for all RNs in the system.

**Patty L. Comeau, RN**, has been chair of the Methuen School Nurses bargaining unit for the past 12 years. Comeau drew the line in the sand when facing an employer that viewed school nurses as the equivalent of clerks and custodians and not "real nurses" as the bargaining unit sought parity with teachers and other healthcare professionals. She was the heart and soul of the 11-member public sector unit throughout a 22-month battle involving state mediation and fact-finding, complaints of unfair labor practices against the nurses for picketing a school committee meeting, and political advocacy to oust unyielding school committee officials during a town election. Within days of a new school committee taking office, the parties agreed to a contract and nurses had parity



Ainsworth



Brosnihan



Comeau



Garmalo

with the teachers within the system. Comeau's dogged determination and tenacity were an inspiration and an example of how dedication to a principle can overcome seemingly insurmountable odds.

**Mark Garmalo, RN**, has served his unit at Baystate Franklin Medical Center (BFMC) for almost two decades in a number of capacities. He has served as treasurer of the unit, manages the unit's newsletter and coordinates the unit's annual dinner. He also reaches regional members through his contributions to the MNA's STAT Team and he has worked tirelessly in support of safe staffing. Garmalo also represents BFMC at Jobs with Justice area meetings and at Hampshire Labor Council gatherings.

## KATHRYN MCGINN CUTLER ADVOCATE FOR HEALTH AND SAFETY AWARD

*Kathryn McGinn Cutler, RN, was one of the main MNA union activists who called together hundreds of nurses at Brigham and Women's Hospital in the early 1990s to talk about their respiratory and neurological illnesses associated with exposures at work. Although sick herself, she worked with others to coordinate meetings of other sickened nurses, develop health surveys of their co-workers, reached out to MassCOSH and other activists and worker advocates to identify a host of problems in the hospital that were causing their illnesses. Over time, more than 150 nurses left work due to occupationally related illnesses and most have never returned to working in an acute care environment. This award recognizes individuals or groups that have performed an outstanding service for the betterment of health and safety. This year's recipients included:*

*The MNA was pleased to recognize her contributions and presented Mary Bellistri with the Kathryn McGinn Cutler Advocate for Health and Safety Award shortly before her untimely death in August.*

**Mary Bellistri, RN**, worked tirelessly as an MNA advocate for the health and safety of nurses. With many years of experience at Boston Medical Center, Bellistri brought the unique perspective of a staff nurse in a hectic work environment to all discussions and deliberations. Her experience in oncology, neurology, emergency, and medical nursing provided an understanding of the front line safety issues that are created in today's clinical setting. Bellistri had been an active member of MNA's Congress on Health and Safety since 2003 and Workplace Violence and Abuse Prevention Task Force since 2000. Thanks to her advocacy work, Boston Medical Center was one of the first units to incorporate workplace violence protection language into their contract. The language has been used as a model in other contract negotiations throughout the commonwealth and it is expected to be used across the country. Bellistri addressed the issue of poor indoor air quality in the healthcare environment at her workplace and served on local committees to follow through on proposed changes and to eliminate sources of exposure. Bellistri participated in the development and review of the MNA Congress on Health and Safety Continuing Nursing Education online programs, which have been accessed by nurses across the globe, further impacting the welfare of nurses Bellistri never met. Her sense of humor, tireless dedication and continued optimism in the face of critical health and safety challenges faced by nurses contributed to the accomplishments of the MNA, the Congress on Health and Safety, the Workplace Violence and Abuse Prevention Task Force and at BMC. Bellistri's work will have a lasting effect on nurses' health and safety well beyond BMC and Massachusetts.



Bellistri

**Mary Anne Dillon, RN, BSN**, is a longtime advocate for nurses' health and safety. She has practiced at Brigham and Women's Hospital since 1982 and served on the MNA Congress on Health and Safety

since 2001. As a senior staff nurse, she has tirelessly fought for the advancement of a healthy, safe work environment. A true agent of change, Dillon spearheaded a unit project that addressed failing intravenous infusion pumps and worked within a multidisciplinary team from a variety of departments to change medication delivery throughout Partners Healthcare System. When nurses were directed to utilize cumbersome and poorly designed multi-pieced systems for venous access, Dillon was a catalyst in moving BWH toward implementing needle-less equipment and safe nursing practices, preventing untold numbers of needle stick injuries and potential infectious disease consequences to employees. She represents the staff through her participation on the hospital-wide Health and Safety Committee and at the Air Quality Advisory meetings with senior hospital management.



Dillon

**Sandra E. LeBlanc, RN, CNOR**, has long been an advocate for the health and safety of nurses. A career operating room nurse, LeBlanc has practiced at Newton Wellesley Hospital since 1967. She witnessed and worked tenaciously to rectify dangerous on-call and mandatory working policies and conditions for OR nurses and all nurses by extension. As part of her work on the MNA Congress on Health and Safety, Sandy championed the development of the MNA position statement regarding on-call and extended work. Sandy has effectively advocated for safe nursing practice at Labor/Management and effected a change in policy that directed nurses to work outside of their scope of practice. LeBlanc protected both nursing practice and patient outcomes. A great supporter of nurses' welfare, LeBlanc has worked vigorously with the Congress, having served as past chair, and continuing as an active and engaged member for many years.



LeBlanc

**Ellen M. Farley, RNC**, is a member of Unit 7, practicing at Taunton State Hospital for the Department of Mental Health. As facility manager of the Assaulted Staff Action Program (ASAP), Farley advocates for her colleagues through the goals of the program to address workplace violence, documenting assaults on staff and supporting employees who have been victims of workplace violence. Farley works diligently to maintain the program at her facility, tracking data related to assaults on staff for presentation at DMH statewide meetings of ASAP managers. She is consistently available for employees who have been victims of assault in the workplace, including nurses, mental health workers, social workers and psychiatrists. Farley addresses workplace violence in multiple forums. She continues to pursue utilization of ASAP within the hospital, despite a lack of support from management. She routinely voices her concerns related to safety issues at labor/management meetings and has testified at legislative hearings on bills related to workplace violence in the healthcare system.



Farley

**Kathleen M. McDonald, RN, CS, MS**, has been a staff nurse at Tufts Medical Center for more than 30 years. There, she pioneered the beginnings of an air quality campaign that was long overdue. She demonstrated courage, knowledge and activism when she initiated multiple meetings with administration and held them accountable for creating

a safe environment. By initiating a survey of staff, McDonald showed that more than 90 percent of her co-workers experienced problems related to poor air quality, then pursued a solution to improve conditions. She has successfully eliminated the risk for her colleagues of exposure to certain damaging chemicals. She identified potential assault risks on her acute psychiatric unit, informing administration of the risk to staff and assuring a response that included appropriate support systems to improve a risk-filled situation. McDonald has been a crusader for change in her workplace, garnering respect from nurses, social workers, mental health workers, occupational workers and managers appreciative of her multidisciplinary approach to problem-solving and change.



McDonald

**Kate Opanasets, RN**, has practiced at Faulkner Hospital since 1978. She has spent the majority of her career in the emergency room and has witnessed the need to protect patients and staff from potentially unsafe situations. Opanasets has been active in the MNA Workplace Violence and Abuse Prevention Task Force since its inception in 2000 after a co-worker was violently attacked by a patient. In response to that attack, Opanasets assisted her bargaining unit in composing a letter to OSHA: a groundbreaking and courageous action at a time when nurses being injured at work was considered simply "part of the job." Her efforts helped to change attitudes about workplace violence. She also is a member of the MNA Congress on Health and Safety.



Opanasets

#### MNA NURSING EDUCATION AWARD

*This award recognizes a member who is a nurse educator who has made significant contributions to professional nursing education/ continuing education or staff development. This year's recipient was:*

**Theresa (Terry) Melnikas, MS, NNP-BC**, an experienced maternal-child health educator and neonatal nurse practitioner has been practicing at Lawrence General Hospital since 2002. She is an experienced provider, having cared for fragile newborns at Level II and III nurseries in large teaching hospitals and smaller community hospitals. Her skills in assessment, stabilization, and care of neonates are coupled with her enthusiasm for excellence as she inspires nurses to continually learn. Melnikas has spoken regionally as part of the Northeast Perinatal Team and nationally as a member of the National Association of Neonatal Nurses and most recently, Melnikas collaborated with Northern Essex Community College on a joint project to develop a simulation program to better prepare nurses to care for "the infant with supraventricular tachycardia." She also advocates for her colleagues as a unit representative, has been a member of the negotiating committee, and has a powerful impact on new staff as she explains the importance of MNA at their facility.



Melnikas

#### MNA HUMAN NEEDS SERVICE AWARD

*This 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. This year's recipient was:*

**Harvey G. Clermont, MD**, is a well-known humanitarian in central Massachusetts, Nicaragua, Guatemala and the Philippines where he established free medical clinics staffed by healthcare professionals and nursing and medical students from area colleges and universities. His service to his local community and abroad has had a significant impact on the health and well-being of under-served populations who would otherwise have no access to preventative or other healthcare services. Over the years, Dr. Clermont has served as a clinical preceptor for nursing and medical students, allowing them the experience of working in a true public health environment and fostering a new generation of volunteerism. Dr. Clermont provides healthcare services to the poor and uninsured, those living on the “fringes” of society such as the homeless, as well as a diverse population of immigrants. As a general and vascular surgeon, Dr. Clermont shared his surgical skills with some of the many children he and his wife welcomed into their home through adoption and foster care. A strong proponent of the advancement of the nursing profession, Dr. Clermont possesses an incredible respect for nurses and treats nurses and nursing students with dignity and respect.



Clermont

#### MNA IMAGE OF THE PROFESSIONAL NURSE AWARD

*This award recognizes a member who has demonstrated outstanding leadership in enhancing the image of the professional nurse in the community. This year's recipient was:*

**Debra J. Holmes, RN**, exemplifies the image of the professional nurse by looking well beyond herself and choosing to advocate for and support the central Massachusetts community. Holmes participates in the United Way Annual Food Drive, assisting postal workers to collect and deliver donations to designated food banks. She joins her neighbors in yearly fundraisers to fight cancer and heart disease, and she is generous with her time and donations of food and toys to annual holiday collections, providing gifts and meals to “adopted” families during the winter holidays. Holmes consistently stands by other union members in her community by picketing on behalf of the Central Mass AFL-CIO and the Regional Transit Company in Worcester, and she was a weekly standout in opposition to Question 1 during last year's election season. Holmes has spent endless hours advocating for MNA members by phone banking other nurses, local and state officials. She has advocated for legislative candidates who support MNA initiatives and has participated in briefings with elected officials. She is the executive secretary of her UMass-Memorial bargaining unit; sits on the unit's negotiating committee; and is a member of the MNA's STAT team.



Holmes

#### MNA BARGAINING UNIT ROOKIE OF THE YEAR AWARD

*Established in 2008, this award recognizes a Labor Relations Program member who has been a member of 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. This year's recipients included:*

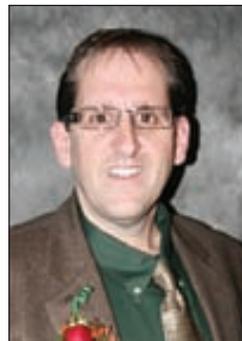
**James R. Gahan, Jr., MSPT, MBA**, is a staff physical therapist at the Irving Glavin Regional Center and has been active in the MNA since becoming a member in 2008. His enthusiasm and willingness to assist bargaining unit leadership is both appreciated and highly successful. James has been actively involved in the fight to save Glavin and other state facilities by participating in Statehouse rallies, bargaining unit

meetings and COFAR gatherings. Aware of the benefit to patients, Gahan opposed the closing of the Glavin Regional Center by providing testimony at the Statehouse in May despite the potential ramifications from management. He is a valued participant at monthly sessions held at Glavin with family members strategizing to keep facilities open. In addition to contacting his state legislators, Gahan has encouraged other bargaining unit members to do the same and has inspired his colleagues to become more actively involved in union activities.



Gahan

**Vaughn P. Garabedian, RN**, has been a member of the Westborough State Hospital bargaining unit since 2006. He is a professional role model for peers and consistently takes time to precept new nurses and assist bargaining unit members as a true team player. He is actively involved in advancing the goals of the MNA, working both to engage other members in the effort to pass safe staffing legislation and participating in rallies at the Statehouse. Despite the risk of negative ramifications from management, Garabedian presented data regarding assaults and staffing issues to the commissioner of mental health and the Legislature on two occasions this year in an effort to promote safety for patients and staff. A member of the STAT Team and Pact Team, Garabedian actively promotes the goals of the MNA membership and works tirelessly as a truly dedicated professional.



Garabedian

**Olivia Peters, RN**, began her career as a public health nurse and tuberculosis nurse case manager for the city of Worcester in May 2007. She was actively involved in a media campaign seeking to restore a number of public health nurse positions after state budget cuts crippled the city's payroll, leading to layoffs and virtually eliminating the Department of Health and Human Services in Worcester. Credited with writing the first letter to a city councilor that led to a broad-based labor interest and discussions on talk radio, Peters has been involved in press interviews with local newspapers, radio programs and television shows. Her work on the “Save Public Health” campaign was pivotal and exemplary. Peters showed passion and courage as she testified at public hearings, was interviewed and quoted by the media, and made trips to the Statehouse to lobby for the campaign.



Peters

#### DORIS GAGNE ADDICTIONS NURSING AWARD

*Established in 2008, this award recognizes a nurse or other healthcare provider who demonstrates outstanding leadership in the field of addictions. This year's recipients included:*

**Ann Marie Wendler, RN**, has practiced addictions nursing at Norcap (Detox) Unit since 1975, having worked in the field of addictions for more than 44 years. Wendler's compassion and understanding of the disease has made her a strong voice for people whose lives have been destroyed by addictions. Her



Wendler

More awards →

# 2009 MNA Legislative Awards

## FRESHMAN LEGISLATOR SPECIAL RECOGNITION FOR LEGISLATIVE ADVOCACY AWARD

### Sen. Michael Moore (D-Millbury)

Sen. Michael O. Moore was elected to the Massachusetts Senate in 2008. Senator Moore represents Auburn, Grafton, Leicester, Millbury, Shrewsbury and Upton, as well as wards 5-8 in Worcester. Born and raised in Millbury, Moore has devoted his adult life to public service. A former police officer, environmental investigator and Millbury selectmen, Moore has an accomplished record of giving back to his community.



Moore

During his short time in office, Mike has been a tremendous advocate and ally to nurses, health care professionals and the patients we care for. In addition to signing on as cosponsor of "An Act Relative to Patient Safety," he has worked closely with the MNA to help prod Senate President Therese Murray into discussions about the future of the bill. He is the lead Senate sponsor of S.1753, a bill that increases criminal penalties for assaulting nurses. He has supported the nurses of St. Vincent Hospital in their campaign opposing the placement of patients in hallways there. He also joined with the nurses of St. Vincent in the campaign to prevent the closure of the St. Vincent Center for Psychiatry. He has worked tirelessly to oppose the governor's planned closure of the Glavin Developmental Center in Shrewsbury in order to preserve vital services for clients as well as the jobs of the workers who care for them. Moore has accepted every invitation to meet with Region 2 nurses so that he can be as educated as possible about the issues of importance to them. Moore is a steadfast champion of the nurses and health care professionals of Central Massachusetts and statewide. We look forward to continuing our good work with such a strong and dedicated patient and health care advocate.

## SPECIAL RECOGNITION FOR LEGISLATIVE ADVOCACY AWARD

### Rep. Vincent Pedone (D-Worcester)

State Rep. Vincent Pedone was elected to represent the 15th Worcester District in 1993. A former social worker, Pedone is aware of the need for advocacy for those who are most vulnerable. He currently serves as chair of the House Committee on Bills in Third Reading.

Pedone has long been an ally of the MNA, but especially so in the last two years. He has attended numerous meetings with members of Region 2. During the state budget session of 2008, he supported preserving the

85/15 health insurance cost split for public sector employees. He also joined Unit 7 members to discuss how the state budget would affect them. He again met with MNA Unit 7 members to discuss the building of the new state hospital that will merge both Worcester and Westborough State Hospitals. He supported and advocated for the nurses of the UMass Medical School during contentious negotiations when the hospital was seeking to erode the nurses' mandatory overtime protections. He is once again a cosponsor of "An Act Relative to Patient Safety." He supported the nurses of St. Vincent Hospital in opposition to the placement of patients in hallways and to prevent the closure of the St. Vincent Center for Psychiatry. Pedone also led the charge in the House of Representatives this year to prevent the closure of the Glavin Developmental Center and other facilities serving the developmentally disabled. Vincent is a true MNA champion and advocate.



Pedone

## LABOR CHAMPION AWARD

### Rep. Martin J. Walsh (D-Boston)

Martin J. Walsh, a Democrat representing the 13th Suffolk District of Boston, has been a member of the House of Representatives since 1997. As a lifelong resident of Dorchester, a closely-knit and politically engaged community, Walsh quickly embraced public service as his calling in life.



Walsh

Over the years, Walsh has remained steadfast in his commitment to organized labor in Massachusetts, the backbone of the Massachusetts working class. After completing his high school education, and long before he entered politics, Walsh followed in his father's footsteps working as a laborer in Laborers Local 223, headquartered in Boston. From day one in the Legislature, Walsh has been a tireless advocate for labor unions and a vehement opponent of legislation and policy threatening the rights of workers in Massachusetts.

This year, once again Walsh was our leader and champion in trying to protect public employee benefits during the House budget process and pension reform debate. He also worked behind the scenes to try to prevent the closure of facilities serving the developmentally disabled. ■

## ... MNA 2009 award winners

insight and input into patient care is sought by many members of the interdisciplinary team, helping to heal both body and spirit. Committed to excellence and human compassion to this under-served population, Wendler advocates for patients and her peers alike and her in-depth understanding of the disease makes her a role model for other nurses. When caring for nurses as patients, Wendler is firm and compassionate, supporting her colleagues through a very difficult admission or relapse. She is a source of inspiration and hope to other nurses, helping them to return to work and regain their life.

**Donna M. White, PhD, RN, CS, CADAC**, has been a recognized leader in the field of addictions for more than 25 years. Her professional dedication and commitment to her patients and fellow nurses has gained her the respect of her nurse colleagues and patients. White has worked at the Lemuel Shattuck Hospital as an addiction specialist since 2001, providing consultation to hospital clinical teams for the assessment

of patients with addictive disorders. She is a group facilitator for a professional group that meets weekly and focuses on recovery from addictive disorders and related behaviors at Bournewood Hospital. As the chairperson of the MNA Addictions Nursing Council, White works to enhance addictions nursing and has given tremendous time and support to strengthen the Volunteer Peer Assistant Program. At the local, state and national level, she shares her brilliant sense of humor and vast knowledge by presenting to a multitude of audiences on compassion fatigue, addictions and impaired practice, and is a speaker frequently requested by MNA members. ■



White

# REGION 1



# REGION 2



## Morning Session

### 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.

**Presenter:** Donna White, PhD, RN, CS, CADAC

**Date:** March 10, 2010

**Time:** 8 – 8:30 a.m. Registration

**Program:** 8:30 a.m. – noon. Lunch provided: noon – 1 p.m.

## Afternoon Session

### Recognizing and Supporting Our Nurse Colleagues with Substance Abuse Problems

**Description:** This program will identify the risk factors for nurses with substance abuse problems and strategies to assist these nurse colleagues.

**Presenter:** Donna White, PhD, RN, CS, CADAC

**Date:** March 10, 2010

**Time:** 1 – 3:30 p.m.

**Location:** Cranwell Resort, 55 Lee Road, Lenox, Mass. 01240, 413-637-1364, [www.cranwell.com](http://www.cranwell.com)

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

**Contact Hours:** Will be provided

### 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.

**Presenter:** Marylou Gregory-Lee, MSN, APN-BC, OCN

**Date:** April 6, 2010

**Time:** 5 – 5:30 p.m. Registration/Light Supper

**Program:** 5:30 – 8:30 p.m.

**Location:** The Hotel Northampton, 36 King Street, Northampton, Mass. 01060, 413-584-3100, [www.hotelnorthampton.com](http://www.hotelnorthampton.com)

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

**Contact Hours:** Will be provided

### The Complexity of Weight Loss: Nursing Implications

**Description:** This program will address the problem of obesity, the neurochemical, gastrointestinal and biological feedback systems, and the mechanisms for medical and surgical care in a bariatric weight loss program.

**Presenter:** Christopher Keroack, MD

**Date:** April 13, 2010

**Time:** 5 – 5:30 p.m. Registration/Light Supper

**Program:** 5:30 – 8:30 p.m.

**Location:** Log Cabin, 500 Easthampton Road, Holyoke, Mass. 01040; 413-535-5077; [www.logcabin-delaney.com](http://www.logcabin-delaney.com)

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

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on page 18 and submit to the MNA Region 1 Office. For questions, contact Region 1 at 413-584-4607 or email [region1@mnarn.org](mailto:region1@mnarn.org)

## 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.

**Presenter:** Marylou Gregory-Lee, MSN, APN-BC, OCN

**Date:** March 9, 2010

**Time:** Business Meeting: 5 – 5:30 p.m.

**Dinner and Program:** 5:30 – 8:30 p.m.

**Location:** Four Points By Sheraton Leominster, 99 Erdman Way, Leominster, Mass, 01453, 978-534-9000, [www.starwoodhotels.com](http://www.starwoodhotels.com)

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

**Contact Hours:** Will be provided

## Medication Errors: Focus on Prevention

**Description:** This program is designed to incorporate safety and best practices nationally recognized to provide the participant with researched interventions and systems for the prevention of medication errors.

**Presenter:** Dorothy Upson McCabe, MS, MEd, RN

**Date:** April 27, 2010

**Time:** Business Meeting: 5 – 5:30 p.m.

**Dinner:** 5:30 – 6 p.m.

**Program:** 6 – 8 p.m.

**Location:** American Legion Dudley-Gendron Post, 158 Boston Road, Sutton, Mass. 01590 508-865-2995, [www.legion.org](http://www.legion.org)

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

**Contact Hours:** Will be provided

## 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.

**Presenter:** Mary Sue Howlett, BSN, RN, CEN

**Date:** June 8, 2010

**Time:** Business Meeting: 5 – 5:30 p.m.

**Dinner:** 5:30 – 6 p.m.

**Program:** 6 – 8 p.m.

**Location:** American Legion Dudley-Gendron Post, 158 Boston Road, Sutton, Mass. 01590 508-865-2995, [www.legion.org](http://www.legion.org)

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

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on page 18 and submit to the MNA Region 2 Office. For questions, contact Region 2 at 508-756-5800, ext. 100 or email [region2@mnarn.org](mailto:region2@mnarn.org)

# REGION 3



## Accepting, Rejecting and Delegating a Work Assignment

**Description:** This program provides a framework for decision-making based on the Nurse Practice Act and other regulatory agencies, to safeguard nursing practice and patient care.

**Presenter:** Dorothy McCabe, MS, MEd, RN

**Date:** March 24, 2010; **Snow Date:** March 31, 2010

**Time:** Registration/ Dinner 5:30 – 6 p.m.

**Program:** 6 – 8 p.m.

**Location:** Canal Club Function Facility (located behind the hotel), 100 Trowbridge Road, Bourne, Mass. 02532, 508-743-9000, [www.canalclub.com](http://www.canalclub.com)

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

**Contact Hours:** Will be provided.

## Infectious Diseases Update: TB and Hepatitis

**Description:** This program will address the issues of tuberculosis and the different types of infectious hepatitis. It will cover the causes, epidemiology, natural history and treatment of each of the illnesses, and will address nursing implications for each.

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

**Date:** April 13, 2010

**Time:** Registration/Dinner 5:30 – 6 p.m.

**Program:** 6 – 8:30 p.m.

**Location:** Canal Club Function Facility (located behind the hotel), 100 Trowbridge Road, Bourne, Mass. 02532, 508-743-9000, [www.canalclub.com](http://www.canalclub.com)

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

**Contact Hours:** Will be provided.

## Neurological Complications: Nursing Management

**Description:** This program will update the nurse's knowledge on the care of the neurological patient with spinal cord injury, subarachnoid hemorrhage and advances in the treatment of neurological disorders.

**Presenter:** Pat Rosier, RN, MS

**Date:** May 20, 2010

**Time:** Registration/dinner 5:30 – 6 p.m.

**Program:** 6 – 9 p.m.

**Location:** Canal Club Function Facility (located behind the hotel), 100 Trowbridge Road, Bourne, Mass. 02532, 508-743-9000, [www.canalclub.com](http://www.canalclub.com)

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

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on page 18 and submit to the MNA Region 3 Office. For questions, contact Region 3 at 508-888-5774 or email [region3@mnarn.org](mailto:region3@mnarn.org)

# REGION 4



## Diabetes Management Strategies in 2010

**Description:** Approximately 24 million people in the US have diabetes. As research brings new insights and new medications, treatment strategies evolve. This program will highlight the latest approaches to caring for patients with diabetes.

**Presenter:** Ann Miller, MS, RN, CS, CDE

**Date:** April 29, 2010

**Time:** Registration/Breakfast- 9 – 10 a.m.

**Program:** 10 a.m. – 1:15 p.m.

**Location:** Tewksbury Country Club, 1880 Main Street, Tewksbury, Mass. 01876, 978-640-0033, [www.tewksburycc.com](http://www.tewksburycc.com)

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

**Contact Hours:** Will be provided.

## Caring for a Pregnant Patient on YOUR Unit – Nursing Considerations

**Description:** This program is geared for nurses caring for a pregnant population in a variety of settings. Intrauterine fetal demise, normal and abnormal pain and bleeding in pregnancy, and the effects of drugs on pregnancy and fetal alcohol syndrome will be discussed.

**Presenter:** Janet Singer, CNM, MSN and Jennifer Kang, MD

**Date:** May 19, 2010

**Time:** Registration 5 – 5:30 p.m., Dinner 5:30 p.m.

**Program:** 6:15 – 9 p.m.

**Location:** Salvatore's, 354 Merrimack Street, Entrance B, Lawrence, Mass. 01841, 978-291-0220, [www.salvatoreslawrence.com](http://www.salvatoreslawrence.com)

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

**Contact Hours:** Will be provided.

## Oncology for Nurses: A Comprehensive Overview

**Description:** This program will provide a comprehensive overview of cancer nursing. *This is not an advanced class in cancer nursing.*

**Presenter:** Marylou Gregory-Lee, MSN, APN- BC, OCN

**Date:** June 1, 2010

**Time:** Registration/Breakfast 8:30 – 9 a.m.

**Program:** 9 a.m – 4 p.m. (including lunch)

**Location:** Danversport Yacht Club, 161 Elliot Street, Danvers, Mass. 01923, 978-774-8622, [www.danversport.com](http://www.danversport.com)

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

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on page 18 and submit to the MNA Region 4 Office. For questions, contact Region 4 at 978-977-9200 or email [region4mna@aol.com](mailto:region4mna@aol.com)



## Mr. Smith is Having Chest Pain: Now What?

**Description:** A case study approach to the assessment, nursing considerations and pharmacological management of myocardial infarction and heart failure for the novice to intermediate nurse.

**Presenter:** Catherine Saniuk, RN, MS, CCRN

**Date:** March 31, 2010

**Time:** Registration: 5 – 5:30 p.m.

**Dinner:** 5:30 – 6 p.m.

**Program:** 6 – 9 p.m.

**Location:** X&O Restaurant, 217 Washington Street, Stoughton, Mass. 02072, 781-344-1800, [www.xoonline.net](http://www.xoonline.net)

**Fee (by check only):** Member/Associate Member Free\*; Non-Members \$95. \*Requires \$25 placeholder fee which will be returned upon attendance at program.

**Contact Hours:** Will be provided.

## Rescuing the Airways: Management of Acute Respiratory Failure

**Description:** Utilizing an interactive case study approach, this program will describe the etiologies and pathophysiologic process of Acute Respiratory Failure. Program will include arterial blood gases, suctioning, chest tube management, tracheostomies and non-invasive positive pressure ventilation.

**Presenter:** Carol Daddio-Pierce, RN, MS, CCRN, ACNP

**Date:** April 1, 2010

**Time:** Registration: 5 – 5:30 p.m. Light Dinner: 5:30 p.m.

**Program:** 6 – 9 p.m.

**Location:** MNA Headquarters, 340 Turnpike Street, Canton, Mass. 02021

**Fee (by check only):** Member/Associate Member Free\*; Non-Members \$95. \*Requires \$25 placeholder fee which will be returned upon attendance at program.

**Contact Hours:** Will be provided.

## Surgical and Neurological Complications: Nursing Management

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

**Presenter:** Pat Rosier, RN, MS, APRN-BC

**Date:** April 29, 2010

**Time:** Registration: 8:30 – 9 a.m.

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

**Location:** Dedham Hilton, 25 Allied Drive, Dedham, Mass. 02026 781-329-7900 [www.hilton.com](http://www.hilton.com)

**Fee (by check only):** Member/Associate Member Free\*; Non-Members \$195. \*Requires \$50 placeholder fee which will be returned upon attendance at program.

**Contact Hours:** Will be provided.

**To register:** complete the Regional Registration Form located on page 18 and submit to the MNA Region 5 Office. For questions, contact Region 5 at 781-821-8255 or email [region5@mnarn.org](mailto:region5@mnarn.org)

## Genitourinary Disorders in the Male: Nursing Implications

**Description:** This program will address common genitourinary and oncological conditions in the male, including the role of testosterone in health and disease. Diagnosis, treatment and nursing implications will be discussed. Novel therapies for these cancers will also be presented and discussed.

**Presenter:** Sandra Kelly, MS, RN, CS, ANP

**Date:** January 26, 2010; **Snow Date:** February 2, 2010

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

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

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

**Contact Hours:** Will be provided

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

## Lateral Violence and Its Impact on Nursing

**Description:** The purpose of this program is to educate and impart necessary tools for nurses and other health care workers to recognize and respond appropriately to horizontal workplace violence and bullying.

**Presenter:** Chris Pontus, MS, RN, COHN-S/CCM;

Susan Butler, RN, MSN, CS, PhD

**Date:** February 11, 2010; **Snow Date:** March 11, 2010

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

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

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

**Contact Hours:** Will be provided

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

## Basic Dysrhythmia Interpretation

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

**Presenters:** Mary Sue Howlett, BSN, RN, CEN;

Carol Mallia, MSN, RN

**Dates:** March 15, 2010 (Part One); March 22, 2010 (Part Two)

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

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

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

**Contact Hours:** Will be provided

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

## Diabetes: What Nurses Need to Know

**Description:** This program will discuss the pathophysiology and classification of Diabetes-Types 1 and 2. Oral pharmacological agents and a comprehensive update on insulin therapy will be presented. Nursing management of the newly diagnosed patient and diabetic patients in the pre/post operative, ambulatory, and homecare settings will be addressed.

**Presenter:** Ann Miller, MS, RN, CS, CDE

**Date:** March 25, 2010

**Time:** 8 – 8:30 a.m. Registration

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

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

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

**Contact Hours:** Will be provided

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

## Advanced Cardiac Life Support-(ACLS) Certification & Recertification

**Description:** This American Heart Association course will provide information on the clinical management of cardiac and respiratory emergencies through case study approach. Course content includes assessment, arrhythmia recognition, intubation, defibrillation and pharmacological interventions. This is a two day certification and a one day recertification course. 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.

**Presenters:** Carol Mallia, MSN, RN; Mary Sue Howlett, BSN, RN, CEN and other instructors for the clinical sessions

**Dates:** April 9 and 16, 2010 (Certification)

April 16, 2010 only (Recertification)

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

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

**Fee:** Certification: MNA Members/Associate Members Free\*; Others \$250

• Recertification: MNA Members/Associate Members Free\*; Others \$195.  
\*Requires \$75 placeholder fee which will be returned upon attendance at program.

**Contact Hours:** Will be provided for first-time certification only. Contact hours are not provided for recertification.

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

## Addictions: A Comprehensive Approach for Nurses

**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 affect recovery. Evidence-based interventions will be described.

**Presenters:** Donna White, PhD, RN, CS, CADAC;

Deidre Houtmeyers, RN, MS, CAS, LADC-1;

Colleen LaBelle, RN, MSN, CARN; and Michael Botticelli, MEd

**Date:** April 14, 2010

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

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

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

**Contact Hours:** Will be provided

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

## Domestic Violence: What Nurses Need to Know

**Description:** This program will provide the nurse with an in-depth understanding of domestic violence and its impact on victims, children, families and society. Topics will include identification of victims through risk assessment screening; victims' access to appropriate resources; nursing interventions; trauma-informed care; safety planning and the role of the criminal justice system.

**Presenters:** Susan Butler, RN, MSN, CS, PhD;

Ruth Karacek, RN, MPH, CCM; Shawn MacMaster, BA;

Marian Ryan, JD

**Date:** April 26, 2010

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

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

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

**Contact Hours:** Will be provided

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

## 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.

**Presenter:** Carol Mallia, MSN, RN

**Date:** May 4, 2010

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

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

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

**Contact Hours:** Will be provided

**MNA Contact:** Phyllis Kleingardner, 781-830-5794

## Critical and Emerging Infectious Diseases

**Description:** This program will provide nurses with information regarding current critical and emerging infectious diseases. 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.

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

**Date:** May 7, 2010

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

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

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

**Contact Hours:** Will be provided

**MNA Contact:** Phyllis Kleingardner, 781-830-5794

## Post Traumatic Stress Disorder

**Description:** This program will address the characteristic signs, symptoms, therapeutic approaches and nursing management of patients experiencing post traumatic stress disorder. Considerations relative to traumatic events through the life span and cultural barriers will be included.

**Presenter:** Ronald Nardi, MSN, APRN

**Date:** May 27, 2010

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

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

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

**Contact Hours:** Will be provided

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

## Safe Patient Handling

**Description:** This program will address many of the issues and concerns as well as the current possible solutions related to the age old and ongoing problem of safe patient handling in the field of nursing.

**Presenters:** TBA

**Date:** June 10, 2010

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

**Location:** Lombardo's, Randolph, Mass.

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

**Contact Hours:** Will be provided

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

# REGIONAL REGISTRATION

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

**Payment:** Payment may be made by mailing a **separate check for each course** to the appropriate regional headquarters.

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

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

**To successfully complete a program and receive contact hours or a certificate of attendance, you must: (1) sign in; (2) be**

**present for the entire time period of the program; and (3) complete and submit the program evaluation.**

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

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

**Disability Help:** Please contact the MNA Regional Council Office with any questions about special needs accessibility.

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

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Place of Employment \_\_\_\_\_

\_\_\_\_\_ RN \_\_\_\_\_ LPN \_\_\_\_\_ APN \_\_\_\_\_ Other (specify) \_\_\_\_\_

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

- Compassion Fatigue & Colleagues w/ Substance Abuse Problems** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee
- Chemotherapy** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- The Complexity of Weight Loss: Nursing Implications** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee

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

- Chemotherapy** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Medication Errors: Focus on Prevention** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Interpreting Laboratory Values** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee

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

- Accepting, Rejecting and Delegating a Work Assignment** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Infectious Diseases Update: TB and Hepatitis** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Neurological Complications: Nursing Management** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee

**Region 4** Make check payable to: MNA Regional Council 4 and mail to MNA Regional Council 4, 10 First Avenue, Suite 20, Peabody, MA 01960.

- Diabetes Management Strategies in 2010** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Caring for a Pregnant Patient on YOUR Unit** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Oncology for Nurses: A Comprehensive Overview** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee

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

- Mr. Smith is Having Chest Pain: Now What?** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Rescuing the Airways: Management of Acute Respiratory Failure** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Surgical and Neurological Complications: Nursing Management** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee

# MNA HEADQUARTERS REGISTRATION

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

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

**Program Cancellation:** MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA at 781.821.4625 or 800.882.2056 to determine whether a program will run as originally scheduled. Registration fee will be reimbursed for all cancelled programs.

**Contact Hours:** Contact hours will be awarded by the Massachusetts Nurses Association

for all programs except for ACLS certification. 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. Please avoid wearing scented personal products when attending MNA continuing education programs.

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

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

## Directions to MNA Headquarters

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

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

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

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

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

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

Please print. You may make copies of this form or download this brochure at [www.massnurses.org](http://www.massnurses.org).

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Place of Employment \_\_\_\_\_

\_\_\_\_\_ RN \_\_\_\_\_ LPN \_\_\_\_\_ APN \_\_\_\_\_ Other (specify)

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

Payment may also be made by:  VISA  MasterCard  American Express

Account #: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

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

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

- Genitourinary Disorders in the Male: Nursing Implications** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Lateral Violence and Its Impact on Nursing** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Basic Dysrhythmia Interpretation** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee
- Diabetes: What Nurses Need to Know** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee
- ACLS Certification and Recertification** Certification Non Member: \$250 • Certification Member/Associate Member: \$75 placeholder fee  
Recertification Non Member: \$195 • Recertification Member/Associate Member: \$75 placeholder fee
- Addictions: A Comprehensive Approach for Nurses** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee
- Domestic Violence: What Nurses Need to Know** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Interpreting Laboratory Values** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Critical and Emerging Infectious Diseases** Non Member: \$195 • Member/Associate Member: \$50 placeholder fee
- Post Traumatic Stress Disorder** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee
- Safe Patient Handling** Non Member: \$95 • Member/Associate Member: \$25 placeholder fee

# MNA<sup>SM</sup>

## LABOR SCHOOL



Track 1: MNA Overview and Structure					
Region	1	2	3	4	5
<b>Week 1: Overview of the MNA</b>	C	C	C	C	C
Divisions	O	O	O	O	O
By-laws	M	M	M	M	M
How policies, decisions are made	P	P	P	P	P
One member, one vote	L	L	L	L	L
<b>Week 2: Legislative and Governmental Affairs</b>	E	E	E	E	E
Division: Political Activity	T	T	T	T	T
<b>Week 3: Nursing Division/Health and Safety</b>	E	E	E	E	E
<b>Week 4: Public Communications</b>	D	D	D	D	D
<b>Week 5: Organizing Division</b>					
Track 2: Role of the Floor Rep., Grievances and Arbitration					
Region	1	2	3	4	5
<b>Week 1: Role of the MNA rep</b>					
Identifying grievances	C	C	C	C	C
What is grievable					
Grievances vs. complaints—how to tell the difference, how to work with the member	O	O	O	O	O
<b>Week 2: Components of the grievance procedure</b>	M	M	M	M	M
Time lines and steps	P	P	P	P	P
When/how to settle grievances	L	L	L	L	L
Discipline vs. contract interpretation grievances					
Burden of proof, just cause, due process, seven tests of just cause	E	E	E	E	E
Past practice	T	T	T	T	T
• Definition					
• Difficulty in proving a practice					
• Burden in proving a practice	E	E	E	E	E
<b>Week 3: How to file grievances</b>					
How to write a grievance	T	T	T	T	T
Investigation/identifying sources of information					
Right to information					
Information requests	E	E	E	E	E
Constructing the case					
<b>Week 4: Presenting the grievance</b>	D	D	D	D	D
Dealing with management					
Settling the grievance					
<b>Week 5: Arbitration</b>					
Why it's good for the members					
Why it's bad for the members					
Unfair labor practices					
Weingarten rights					
Organizing around grievances					

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

Track 4: Computer Training		
Region	1	2
<b>Week 1: Excel 1</b>	C	1/13
<b>Week 2: Excel 2</b>	O	1/25
<b>Week 3: Excel 3 graphs &amp; application</b>	M	2/22
<b>Week 4: Word 1</b>	P	3/8
<b>Week 5: Word 2</b>	L	3/15
<b>Week 6: Publisher 1</b>	E	—

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 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.

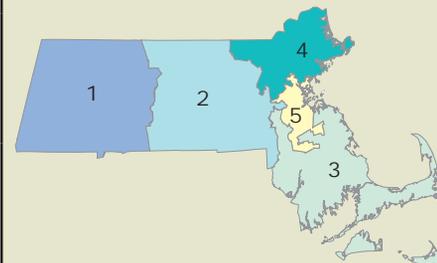
3	4	5
11/17	10/15	<b>C</b>
		<b>O</b>
12/1	10/29	<b>M</b>
		<b>P</b>
12/15	11/12	<b>L</b>
		<b>E</b>
1/5	11/19	<b>T</b>
		<b>E</b>
1/19	12/3	<b>D</b>

3	4	5
<b>C</b>	<b>C</b>	<b>C</b>
<b>O</b>	<b>O</b>	<b>O</b>
<b>M</b>	<b>M</b>	<b>M</b>
<b>P</b>	<b>P</b>	<b>P</b>
<b>L</b>	<b>L</b>	<b>L</b>
<b>E</b>	<b>E</b>	<b>E</b>
<b>T</b>	<b>T</b>	<b>T</b>
<b>E</b>	<b>E</b>	<b>E</b>
<b>D</b>	<b>D</b>	<b>D</b>

Track 5: Building the Unit, Building the Union						
Region	1	2	3	4	5	
<b>Week 1: Member Participation/Basic Foundation</b> Purpose of a union Bargaining unit structure & officers By-laws, why they're important Organizing model, internal organizing	<b>C</b>	<b>C</b>		<b>C</b>	<b>C</b>	
<b>Week 2: Organizing the Workplace</b> Mapping the workplace Using contract action teams outside of bargaining Organizing around grievances	<b>M</b>	<b>M</b>		<b>M</b>	<b>M</b>	
<b>Week 3: Attacking Member Apathy</b> Effective union meetings Internal communication structure Member feedback	<b>L</b>	<b>L</b>		<b>L</b>	<b>L</b>	
<b>Week 4: Strategic Planning</b> Developing Plan Assessment Intervention	<b>E</b>	<b>E</b>		<b>E</b>	<b>E</b>	
<b>Week 5: Workplace Action</b> Identifying Action Plan, preparation and calendar Pressure tactics/Work to rule Strikes	<b>D</b>	<b>D</b>		<b>D</b>	<b>D</b>	

Track 6: Labor Law and Special Topics						
Region	1	2	3	4	5	
<b>Week 1: Family and Medical Leave Act</b> Massachusetts Small Necessities Leave Act	12/2			10/15	1/12	
<b>Week 2: Fair Labor Standards Act</b> Overtime rules Labor-Management Reporting and Disclosure Act Union officer elections	12/16			11/12	1/26	
<b>Week 3: Workers Compensation</b> Occupational Safety and Health Act	1/6			10/29	2/23	
<b>Week 4: Americans with Disability Act</b> Age Discrimination Act Worker Adjustment & Retraining Notification Act Employment Discrimination HIPAA Uniformed Services Employment and Reemployment Rights Act of 1994	1/13			11/19	3/5	
<b>Week 5: NLRB &amp; the Kentucky River/Oakwood cases</b> Nurse supervisor issues	1/27			12/10	2/9	

**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

# MNA<sup>SM</sup>

## Peer

## Assistance

## Program

*Help for Nurses  
with Substance  
Abuse Problems*



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

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or 800-882-2056 (in Mass. only)  
[peerassistance.com](http://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.



## NEED A SPEAKER FOR YOUR CLASS?

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A close-up photograph of a young girl with dark skin and curly hair styled in two large pigtails. She is smiling broadly, showing her teeth, and resting her chin on her hand. The background is a soft, out-of-focus green, suggesting an outdoor setting.

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LAW OFFICE OF DAGMAR M. POLLEX ..... 781-535-6490  
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