Bringing safe patient concerns to Capitol Hill
Local labor supporters and MNA members from Region 1 participated in the Hampshire-Franklin Central Labor Council’s annual observance of Worker Memorial Day on April 28 at Northampton City Hall. The day’s events included a march to the memorial stone at the Hall of Records on King Street, where event leaders read the names of Massachusetts workers who were killed, injured or who suffered from illness on the job. MNA member Donna Stern spoke at the event about the MNA’s legislative efforts to address the epidemic of workplace violence that plagues nurses and other health care workers.

Worcester Public School nurses Ruth Skipwith and Mary Jennette with Governor Patrick when he visited Christ Tabernacle Apostolic Church in Worcester for an Urban Town Hall Meeting last month. The nurses engaged the governor in a discussion about the work they do and the need for school nurse funding.
The MNA: pushing back and moving forward

By Donna Kelly-Williams

These are truly tumultuous times for the health care sector and for the nursing profession in particular. Across the state and nation, the health care industry—one of the largest, most profitable and powerful industries in America—is engaged in a wholesale effort to maintain its position and power in the face of two uncertainties: a sluggish economy and the coming changes in reimbursement vehicles caused by the new health reform law.

None of this bodes well for nurses, and we have already started to see our employers engage in a number of practices at the negotiating table and in the workplace that compromise our ability to practice and to secure our economic security.

At Quincy Medical Center, yet another management team has been brought in to try to help that struggling hospital. In so doing, management has attempted to cut the nurses’ salaries and benefits illegally, and they are now proposing layoffs and to cross-train nurses in order for them to work in multiple locations. At North Adams Regional Hospital, management is proposing wholesale changes to the nurses’ contract—to change nurses’ schedules at will, to cut their pension benefits and to gut longstanding patient-safety provisions. At all of the Caritas facilities, Cerberus Capital Management, a multi-billion dollar private equity firm, is purchasing the hospital network. Our nurses at these facilities are working to ensure they 1) maintain the mission of these hospitals and 2) protect their union rights while working to establish a multi-employer pension plan.

At Cooley Dickenson Hospital, another round of layoffs is underway. At Merrimack Valley Hospital and at other hospitals represented by MNA, management has brought in the Studer Group, a consulting firm that attempts to train nurses to speak according to a script and to follow customer service procedures in an attempt to boost patient satisfaction scores. At UMass Memorial, where the employer made a profit of more than $90 million last year, the nurses are facing proposals to limit salary increases and to cut their benefits.

This is happening as year-end financials for the hospital industry show that more employers are making money than in years previous. In fact, these financial reports show that the industry is sitting on hundreds of millions of dollars in reserves.

When it comes to addressing these types of issues, the MNA’s Board of Directors is active, engaged and involved. We have been working with MNA staff and we are using all of our resources in order to wage campaigns at the bargaining unit level, the state level and the local level. Through our affiliation with National Nurses United, our fight to protect and improve your rights, benefits and practice will be happening at the national level as well.

The good news is that nurses throughout the state are mobilizing. They are meeting with their legislators and city councilors as part of the fight to save their local hospitals. Bargaining unit leaders and MNA Board members are testifying at hearings before the attorney general and department of public health to push for proper regulation of Cerberus’ purchase of Caritas. In addition, the MNA is making sure all of these efforts are shared with the public. We have placed numerous advertisements in area papers in opposition to the layoffs at Cooley Dickenson. We are also running a strong public awareness campaign in North Adams.

These times are challenging for us, but we are strong. Your Board of Directors, nearly every one of us a bargaining-unit leader, is engaged in these fights. We know what you are facing because we are you. We are making an effort to get out to as many bargaining unit meetings as possible, as well as to Regional events and programs. We want to hear your concerns, we want to give you the resources you need and we want to help you develop a strategic plan that will ensure your success.

We want to hear your thoughts and concerns. Visit the MNA’s Web site (massnurses.org) for a list of Board members’ e-mail addresses. Contact us and let us know what you need.

Through all of this it is imperative for nurses to support each other, whether it is within your own facility, among different MNA bargaining units, or nationally. Wherever an employer attempts to degrade your nursing practice, it is a problem for all of us. An injury to one nurse is an injury to all nurses. An attack on one MNA bargaining unit is an attack on all MNA bargaining units.

We can no longer work and think in silos. We must think and act collectively for the good of our patients and for the future of our profession. Together, we will not only survive, we will thrive in these times of great change.
MNA members speak out for their patients and colleagues in Washington

By Riley Ohlson
Associate Director

While in Washington last month for the first National Staff Nurse Assembly, MNA members met with New England members of Congress to lobby for their support of two bills aimed at improving the quality of patient care and work environment in acute care hospitals.

The MNA scheduled meetings with the offices of Sens. John Kerry and Scott Brown of Massachusetts, Sen. Jeanne Shaheen of New Hampshire, and with Reps. Niki Tsongas, Michael Capuano, Barney Frank, Stephen Lynch, John Tierney, Edward Markey, James McGovern, John Olver, William Delahunt and Richard Neal of Massachusetts. Over 70 MNA members participated in these meetings, sharing their experiences at the bedside and explaining how important safe RN staffing and safe patient handling are to improving the conditions and quality of care in our hospitals. An additional 30 RNs visited their congressperson to let them know they were in Washington fighting for their patients and to reinforce the message that quality patient care cannot wait.

The two bills discussed were Safe RN Staffing (S.1031 filed by Sen. Barbara Boxer of California and HR.2273, filed by Rep. Jan Schakowsky of Illinois) and Safe Patient Handling (HR.2381, filed by Rep. John Conyers of New York and S.1788, filed by Sen. Al Franken of Minnesota). Safe RN staffing would ensure that nurses are assigned an appropriate number of patients so that they can provide the quality of care that each of their patients deserve. Safe patient handling would provide for equipment and training to help RNs lift and reposition patients safely and reduce workplace injuries to health care providers.

The meetings clearly had an impact. Since May, Frank and Lynch agreed to co-sponsor both the safe RN staffing and safe patient handling bills. They join McGovern, a cosponsor of the safe RN staffing legislation, and Olver, a cosponsor of the safe patient handling legislation. The MNA had positive meetings with the rest of the delegation and is still working to get those members of Congress to co-sponsor these important bills.

The Capitol Hill lobbying was part of the first National Staff Nurse Assembly held by National Nurses United on May 11 and 12. Nurses from around the country met to share their struggles, listen to labor and health care leaders and rally in support of RNs fighting for a fair contract at a facility in our nation’s capitol.

Call your congressperson and thank him or her for their support. Visit capwiz.com/massnurses for phone numbers. If your congressperson has not yet signed on or you’d like to call your senator, you can find their number at the same Web site. Call them and explain why you support safe RN staffing and safe patient handling and ask them to join our fight to make hospitals all over the U.S. safe for our patients.
MNA nurses join 1,000 more at NNU Staff Nurse Assembly in D.C.

Call on congress to “act now” on patient safety

Nearly 1,000 NNU nurses from across the country, including more than 100 from Massachusetts, rallied in Washington D.C. last month to advocate for patient safety reforms, as well as for national patient-care and nursing standards. The event, which coincided with National Nurses Week, also provided members with an opportunity to build on the NNU’s ever-expanding network of unified RNs.

The three-day event included a “solidarity march,” a rally and professional conference. RNs also visited nearly 100 members of Congress, where they prodded legislators to work on the unfinished business of healthcare reform as well as legislative initiatives specific to patient safety.

“We are the voice of nurses across the country,” said NNU co-president and Massachusetts RN Karen Higgins, “as well as the voice of patients. When we leave D.C. [tomorrow] I want everyone to remember that when it comes to making decisions about health care and patients we need to say, ‘Leave it to the experts.’ And then we need to add in that WE are the experts!”

The key legislative initiatives that RNs focused on during the D.C. visit were S1031/HR2273 and S1788/HR2381 (see page 4 for details).

S1031/HR2273, which is modeled after a successful California law, would establish a limit on the number of patients a nurse can be forced to care for at once. S1788/HR2381 would promote nurse retention and reduce patient accidents/injuries by establishing safe patient lifting and handling policies.

Key legislators who supported the NNU nurses during their time in Washington included Sen. Al Franken of Minnesota, Rep. Lynn Woolsey of California, U.S. Labor Sec-}

retary Hilda Solis and Sen. Barbara Boxer of California.

The participating RNs also unanimously endorsed a resolution to establish national collective bargaining standards while they were in Washington. The resolution comes at a time when there have been growing attacks by many hospital employers against nurses—a dangerous pattern of behavior that not only hurts nurses, but that also negatively affects patient safety conditions.

The resolution notes that the NNU will oppose “concessionary agreements that are injurious to our patients, our members and our profession that undermine all represented RN contract standards.” This would include reductions in health coverage, pensions and other retirement securities, two-tier programs for new hires, and reductions that impair patient safety.

Additionally, the resolution pledges NNU to fight for enhanced RN staffing and other improvements in patient care standards, limits on the introduction of new technology that displaces RNs or RN’s professional judgment, and additional workplace safety measures.

“It was wonderful to be with all of these nurses and to meet nurses from all over the country,” said Susanna Damma, an RN at Tufts Medical Center. “This event has helped me realize that the problems we are having locally are shared by RNs all over and that we all need to work together to solve them. This event brings us one step closer to finding those solutions.”
MNA shows its support for striking Shaw’s workers

On May 24, 25 and 26 the MNA set out to support the striking Shaw’s workers from the company’s Methuen distribution center. The strikers were participating in a “walk for justice”—a five-day, 60-mile walk that led the workers (members of United Food and Commercial Workers Local 791) and their supporters across the commonwealth and to the State House in Boston. The photo above was taken on River Road in Andover.

The MNA supported the walkers throughout the march by providing them with water and snacks, as well as access to shade and restroom facilities.

The Shaw’s warehouse workers went out on strike on March 7 after management came to the negotiating table demanding numerous unreasonable concessions. Shaw’s management has since refused to come back to the bargaining table for meaningful negotiations.
All too often, labor contracts are negotiated and settled well after the contract expires. As a result, the union members often wonder what happens to the contractual terms and their benefits in the interim.

In the private sector when the contract expires, all terms and conditions of the collective bargaining agreement continue and are in full force until a new agreement is reached. This means that the wage scale is still intact, as well as seniority, holidays, differentials, sick leave, leaves of absence, health benefits, etc.

But some contract clauses are subject to expiration with the contract, including:
- No strike/no lockout
- Dues deduction
- Arbitration
- Management rights

The no strike/no lockout clause automatically expires with the contract. This means that if the union is considering exercising the option of a job action/strike, the union will have to let the contract lapse with no extension. This is what the MNA did recently at Morton Hospital when a strike vote was scheduled as contract negotiations were going very poorly. Once the union does not agree to a contract extension, the contractual “no strike” clause is no longer in effect.

The dues deduction clause is also subject to expiration with the contract. But unlike the “no strike/no lockout” clause, this does not occur automatically. The employer has to take action informing the union that it will no longer automatically deduct dues. The MNA has short-circuited this possibility in many contracts with MNA Direct in which the employer is not involved in the dues process at all. But even in contracts that have traditional dues deduction language and the employer chooses to stop the deductions, it provides an opportunity for the union to organize and collect dues itself.

The arbitration clause is similar to the dues deduction clause in that it does not expire automatically. The employer has the option to not recognize arbitration for any grievance that occurs and is filed during the open period (when there is no contract in effect.) However, the union can remedy this with the settlement of the contract by including the right to file such a grievance for arbitration.

Finally, the management rights clause also expires with the agreement—automatically (Racetrack Food Services, 353 NLRB 76, Dec. 31, 2008, and The Bohemian Club and UNITE/HERE Local 2, 351 NLRB59, Nov. 19, 2007). “A contractual reservation of managerial discretion does not extend beyond the expiration of the contract unless the contract provides for it to outlive the contract” (Blue Circle Cement Co., 319 NLRB 954 (1995). This means that all of the rights that are granted in the management rights clause are no longer in effect. The union can issue demands to bargain over virtually all of the items in the expired clause before the employer acts upon them.

Unfortunately, this is a powerful instrument for the union that is seldom used. Employers universally think that (with the sole exception of the “no strike” expiration) when a contract expires, they are in a position of strength by threatening to cut off dues and arbitration. However, with the expiration of the management rights clause, the union can force the employer to negotiate over all “prerogatives” that formerly were in the sole discretion of management, including seemingly minor items.

For a defined time period. This option is one in which the parties agree to extend the contract for a stated time period—two weeks or 30 days, for example—but puts less pressure on the employer. It is less flexible than the previous option, but still allows time to negotiate and settle within an agreed upon period.

Until a new agreement is reached. This is the way that management would propose to extend the contract. If the union agrees to such an extension, this means that the union has in effect told management that it has no intention of considering a strike or any job action that is mentioned in the “no strike” clause. This is the least favorable option and not a good choice for the union.

Contract expiration date as a target

In any case, the expiration date of a contract is a powerful tool that can and should be used to the union’s advantage. The expiration date should be the target date for a successor agreement to be reached. Labor’s experience is that once that date is passed, regardless of extensions, the employer starts to talk about “retroactivity” and uses it as a hammer against the union by threatening a loss of such retroactive wage increases. The longer the time passes after the expiration date, the bigger the issue of retroactivity becomes. It is a sword hanging over the union’s head and encourages a less advantageous settlement.

By ignoring this deadline, the union in effect gives a huge advantage to management in the bargaining process. Some unions have a clear and well-established culture regarding contract expiration dates that they use effectively to their advantage. In the United Auto Workers, if a successor agreement is not reached by the deadline, a job action or strike usually ensues, summed up in the slogan “no contract, no work!”

Such a proactive labor philosophy gives the union tremendous leverage in the bargaining process and avoids the unnecessary struggle over the management-created issue of retroactivity.

Contract extensions

With all of this stated, most successor agreements that are still being negotiated as the expiration date passes are often extended by the parties. Such contract extensions preserve all of the clauses of the contract until the parties either reach agreement on a new contract or let the contract lapse and the union engages in a job action.

There are several ways to formulate a contract extension. All extensions should be in writing. The following are several methods.

Session to session. This option provides the most flexibility for the union. If a particular bargaining session does not move the process forward, then the union can decline to extend the contract. This sends a clear message to the employer that a strike is a definite possibility.

Contractual reservation of managerial discretion does not extend beyond the expiration of the contract unless the contract provides for it to outlive the contract” (Blue Circle Cement Co., 319 NLRB 954 (1995). This means that all of the rights that are granted in the management rights clause are no longer in effect. The union can issue demands to bargain over virtually all of the items in the expired clause before the employer acts upon them.

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Highlights of MNA Board of Directors May meeting

At its May 20 meeting, the MNA Board of Directors:
• Approved a $5,000 donation to COFAR as requested by the Unit 7 Executive Board. COFAR is a nonprofit family support and advocacy group for residents of state facilities who have intellectual disabilities. It has been at the forefront of efforts to slow the closure of state facilities and to require a study about the effects the closures would have on clients and families.
• Took a position in opposition to the proposed question to reduce the state sales tax on the November ballot. Information will be mailed to members and available in The Massachusetts Nurse and on the Web site as the campaign gets underway.
• Endorsed legislation titled, “An Act for a Competitive Economy through Safer Alternatives to Toxic Chemicals” as recommended by the Congress on Health & Safety. Elizabeth Saunders from Clean Water Action/Alliance for a Healthy Tomorrow spoke on behalf of the legislation.
• Approved two new policies, “Board of Directors Code of Practice and Solidarity” and “Confidentiality Policy MNA Board of Directors.”
• Approved position statements and policies submitted by the Board Policy Committee.
• Appointed two members to the Education Committee.
• Heard from Michael D’Intinosanto, Unit 7 president, about his experience attending the Harvard Trade Union Program. He thanked the BOD for sponsoring him.
• Listened to BOD members who attended the NNU rally in Washington, D.C. recount their experiences.
• Advised members to watch for a new booklet on procedures for local unit elections.

Worcester public school RNs meet with school committee members

Worcester public school nurses held a highly successful “meet and greet” with members of the Worcester School Committee last month. Committee members John Monfredo, Tracy O’Connell Novick and Dianna Biancheria attended as did school nurses Tami Hale, Nicole Kazarian, Cathy Watterson, Karen Lajoie, Nancy Quintela and Mary Jennette.

The nurses made a presentation to educate school committee members about the work they do and the services they provide to Worcester children. Following the presentation, committee members expressed their support of the school nurses’ number one goal: to ensure that there is a nurse in every Worcester school for the entire school day. The committee also expressed its desire to do all it can to help our nurses deliver safe, quality care.

The gathering provided a wonderful opportunity to build relationships and open the lines of communication.
By Pamela Mason, RN, BS, MS

As a registered nurse at a state psychiatric facility in the Boston area, I have seen firsthand the severity of violence that occurs in our places of work, particularly when it comes to women with Axis II behavioral disorders. Patients with a clinical diagnosis of mental illness need our help and support, but more and more patients with Axis II or personality disorders are being admitted to psychiatric facilities—facilities that are not prepared to handle these patients—and are putting staff and other patients at risk.

An Axis II personality disorder is qualified by the DSM IV as a pattern of anti-social behavior that fails to conform to social norms with respect to lawful behavior. Patients with Axis II disorders repeatedly perform acts that are criminal, such as assaulting others, destroying property or stealing. They are frequently deceitful or manipulative in order to achieve personal profit or gain. They can also be extremely charming in order to manipulate a situation, or extremely violent if their demands are not met immediately.

Axis II is not classified as a clinical mental illness, and this diagnosis is not “covered” by private or public health insurance. Frequently it is paired with a co-morbid diagnosis of a clinical mental illness, such as depression, so that insurance will pay for hospitalization.

Many times, the patient is already in the prison system. As inmates, these patients are highly aware that to lessen the restriction of their sentence, they need only to tell someone they are “depressed” and have suicidal plans. They are then shipped to a psychiatric facility for evaluation. At the psychiatric facility, they have fewer restrictions and extra privileges. To make a bad situation worse, these facilities have only a limited ability to contain deviant behavior.

Federal statutory and regulatory protections regarding “restraint and seclusion” state that restraints and seclusion techniques are “to be used in emergencies only, and then only as long as lesser means are not available.” What happens when the patient/inmate in his/her right mind commits a violent act deliberately?

In most instances when an Axis II patient commits a violent act, he/she promises the staff they will not behave that way again. But it should be noted that this patient does meet the criteria for dangerousness and, as a result, the staff does not have the means to prevent another act of violence.

Currently in Massachusetts, there is not a forensic facility that accommodates women who do not have a psychiatric diagnosis. When they claim suicidal intentions while serving their term in prison, the court assigns them to a psychiatric facility. Psychiatric facilities in Massachusetts are not equipped to evaluate these violently criminal women for clinical depression.

Recently a psychiatric hospital in the commonwealth housed a young woman who was awaiting a court hearing for brutally assaulting her social worker. The young woman beat the social worker, pounding her head into the floor, fracturing her facial bones and then stepping on her neck. On admission to the mentally ill unit, this woman put her roommate in a scissors lock and attempted to choke her. She went to court and was found guilty, but after only a few weeks she claimed suicidal ideation and was returned to the state hospital. Before one month had passed, she assaulted a unit manager—biting him so severely he required sutures. During her stay, this patient was regularly in restraints for assaulting her peers and the staff.

That is one example of the type of behavior these patients can exhibit. Currently this unit has two other female patients who are not mentally ill, who have behavioral disorders and who are regularly in restraints because of their assaultive behaviors. They are a danger to other patients and staff, but it needs to be noted that a psychiatric facility is not a prison. There is no guaranteed way to contain volatile behavior for any amount of time. It would be important to note the difference in federal regulations regarding locked seclusion between a prison and a psychiatric facility.

It has been said that when nurses sign on to work in mental health facilities, they know what they are getting into. That is not the case. The field of mental health care has been rapidly changing in the last 10 years … and patient safety regulatory acts have increased without considering patient demographics.

Pamela Mason is a psychiatric nurse with 22 years experience.
NURSE APPRECIATION NIGHT

SPONSORED BY: MNA
Massachusetts Nurses Association

BROCKTON ROX VS. QUEBEC CAPITALS

at Campanelli Stadium • 1 Feinberg Way • Brockton, MA 02301

The Brockton Rox would like to thank all nurses for all their hard work in keeping us healthy and safe by inviting them to a Brockton Rox game. Come out and cheer on the Rox with all of your colleagues and families. You not only get the opportunity to watch an exciting baseball game, but you will have the chance to take part in our between-inning contests, followed by a great post-game display of fireworks!

You can order discounted tickets at:
www.massnurses.org/BrocktonRox
Password is: nurses
Box office phone: 508-559-7070.

Date: Friday, August 20
Game Time: 7:05 p.m.
Gates Open: 6:05 p.m.

Ticket Prices:
$8.00 (Box Seat)
$6.00 (Reserved Seat)
$4.00 (Grandstand Seat)
MNA Region 2 members share their time and expertise to help firefighters

Members of Local 1009 IAFF, Worcester Fire Department, recently noted that those in the field of fire service have been experiencing a high number of deaths due to heart-related illnesses and diseases, including hypertension. In an effort to reverse this trend, the International Association of Fire Fighters unveiled a program to help firefighters monitor their blood pressure and to encourage them to seek treatment if necessary.

Late in 2009 the members of Local 1009 IAFF joined in the program and a one-year program was developed with the help of the drug company Novartis. Local 1009 approached MNA Region 2 to help conduct their mini health fairs on the last Friday of every month throughout 2010 at Worcester’s fire headquarters. MNA Region 2 members joined the cause without hesitation. MNA nurses are now regularly volunteering to take and record the blood pressures of their union brothers and sisters from the Worcester Fire Department during these innovative health fairs.

Fenway Community Health

Fenway Community Health is a comprehensive non-profit community health center, providing a wide continuum of health care services. We are New England’s leading primary care health center for the lesbian and gay community, and in addition we provide health care to residents of Boston’s Fenway neighborhood. We define “primary health care” as encompassing ongoing and preventive medical services, mental health counseling, addiction services, holistic and complementary therapies and community health education and outreach.

CLINIC PROJECT MANAGER BIOMEDICAL RESEARCH

The Clinical Project Manager will be responsible for supervising clinical research staff and overseeing biomedical research studies in accordance with site, state, federal and sponsor regulations. This person will manage the day-to-day operational aspects of multiple clinical trial projects and will strive to inspires coworkers and supervisees to attain goals and pursue excellence.

In addition, the Project Manager will participate as a clinician in biomedical research projects encompassing the full scope of phases of HIV Prevention Research. Typical responsibilities will be: supervising and training clinical staff; providing ongoing education to staff and volunteers; overseeing the coordination of studies; supporting the implementation of new clinical studies; supporting project implementation and infrastructure development; evaluating new projects and assessing staff readiness; participating in the evaluation and follow up of research volunteers; and potentially having responsibility in coordinating clinical studies.

A focus of this position will be to work with staff to ensure accurate and thorough documentation of study activities, supporting infrastructure for timely quality control measures and performing ongoing needs assessment to ensure departments continued excellence and growth.

Requirements:
- Registered Nurse with minimum of one year experience and MA license, or Nurse Practitioner or Physicians Assistant with MA license. Research Experience and/or MPH desirable. Excellent physical assessment and evaluation skills. Phlebotomy Skills and understanding of laboratory assessment. Highly organized with meticulous attention to detail. Ability and interest in providing education, training and staff supervision. Ability to efficiently coordinate multiple projects. Excellent communication skills. A working knowledge of HIV prevention and treatment is helpful. Experience or interest in working in an ethnically, culturally and racially diverse environment.

How to apply: Contact: Jerry Green, HR Director, 617 927-6174, Email: Jgreen@fenwayhealth.org, Fax: 617 927-6251

MNA membership dues deductibility for 2009

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

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<th>Region</th>
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Dominique Muldoon, RN at St. Vincent Hospital, takes the blood pressure of a Worcester firefighter.
Current Trends in Orthopedics

**Description:** This program will present a discussion of orthopedic pathology, interventions and nursing considerations for osteoarthritis, joint replacement and at-risk populations.

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

**Date:** Oct. 27, 2010

**Time:** Region 1 Annual Meeting/Dinner/Registration 5 – 6 p.m.

**Program:** 6 – 8:30 p.m.

**Location:** Log Cabin, 500 Easthampton Road, Holyoke; 413-535-5077; 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.

Morning Session:

HIV Across the Lifespan: Nursing Updates & Considerations

**Description:** This session is designed to update the nurse on current treatment approaches, preventive and supportive interventions to provide quality care to HIV infected patients.

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

**Date:** Nov. 4, 2010

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

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

**Program:** 9 a.m. – Noon

Lunch provided Noon – 1 p.m.

Afternoon Session:

Infectious Diseases Update: TB and Hepatitis

**Description:** This session is designed to update the nurse on the issues of tuberculosis and types of infectious hepatitis. Causes, epidemiology, and treatment of each of the illnesses along with nursing implications will be discussed.

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

**Date:** Nov. 4, 2010

**Time:** 1 – 3:30 p.m.

**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.

Medication Errors: Focus on Prevention

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

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

**Date:** Dec. 2, 2010

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

**Program:** 6 – 8 p.m.

**Location:** Hotel Northampton, 36 King St., Northampton; 413-584-3100, 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.

To register: complete the Regional Registration Form located on page 16 and submit to the MNA Region 1 Office. For questions, please contact Region 1 at 413-584-4607 or email region1@mnarn.org

Contact Hours: Will be provided.

Post Traumatic Stress Disorder: Nursing Implications

**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:** Oct. 26, 2010

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

Dinner: 5:30 – 6 p.m.

**Program:** 6 – 8 p.m.

**Location:** Four Points by Sheraton Leominster, 99 Erdman Way, Leominster; 978-534-9000; www.fourpoints.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.

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:** Dec. 7, 2010

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

Dinner: 5:30 – 6:30 p.m.

**Program:** 6:30 – 8 p.m.

**Location:** American Legion Dudley-Gendron Post, 158 Boston Road, Sutton; 508-965-2995; 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.

Current Trends in Orthopedics

**Description:** This program will present a discussion of orthopedic pathology, interventions and nursing considerations for osteoarthritis, joint replacement and at-risk populations.

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

**Date:** Sept. 14, 2010

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

Dinner: 5:30 – 6 p.m.

**Program:** 6 – 8:30 p.m.

**Location:** Doubletree Hotel Boston/Westborough, 5400 Computer Drive, Westborough; 508-366-5511; www.bostonwestborough.doubletree.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.

Contact Hours: Will be provided.

To register: complete the Regional Registration Form located on page 16 and submit to the MNA Region 2 Office. For questions, please contact Region 2 at 508-756-5800, ext. 100 or email region2@mnarn.org
Current Trends in Breast Cancer Management

Description: This program will discuss the framework for clinical management of patients with breast cancer. Current trends in chemotherapy, radiation and surgery will be explored as well as breast-preserving strategies.

Presenter: Dr. Dominic Zazzarino

Date: Oct. 5, 2010

Time: Registration/Dinner: 5:30 – 6 p.m.
Program: 6 – 8 p.m.

Location: Plymouth Hilton Garden Inn; 4 Home Depot Drive, Plymouth; 508-830-0200; www.plymouthma.stayhgi.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.

De-escalation Techniques—Protecting Nurses and Patients

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

Presenter: Ronald Nardi, MSN, APRN

Date: Nov. 18, 2010

Time: Registration/Dinner: 5:30 – 6 p.m.
Program: 6 – 9 p.m.

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

Interventional Cardiology—Update on the Latest Modalities

Description: This program will explore the pathophysiology of acute coronary syndromes and current treatment modalities related to invasive/interventional cardiology.

Presenter: Terri Mazzarelli, RN, MS, ACNP

Date: Dec. 7, 2010

Time: Registration/Dinner: 5:30 – 6 p.m.
Program: 6 – 9 p.m.

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

Medical Mistakes and Mishaps

Description: This program will address legal aspects of professional nursing practice, including malpractice, preventive measures, path of a law suit and RN Board of Registration’s approach to violation of Mass. Nurse Practice Act.

Presenters: Tammy J. Murphy, ASN, RN
Barbara J. Levin, BSN, RN, ONC, LNCC

Date: Oct. 5, 2010

Time: Registration: 5 – 5:30 p.m., Dinner: 5:30 p.m.
Program: 5:45 – 9 p.m.

Location: Danversport Yacht Club, 161 Elliot St., Danvers; 978-774-8622; www.danversport.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.

Mental Health Update: Bipolar Disorder & Borderline Personality Disorder

Description: This program will address the spectrum of mood disorders and facets of personality disorders as primary focus of diagnosis and treatment, as well as their impact on other health-related areas. The bio-psycho-social basis for mental illness will be presented as well as options for management, including medication and therapy approaches. Caregiver burnout will also be discussed.

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

Date: Oct. 25, 2010

Time: Registration: 5 – 5:30 p.m., Dinner: 5:30 p.m.
Program: 6:15 – 9 p.m.

Location: Salvatore’s, 354 Merrimack St., Entrance B, Lawrence; 978-291-0220 www.salvatorelawrence.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.

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: Carol Daddio Pierce, RN, MS, CCRN

Date: Nov. 9, 2010

Time: Registration: 5 – 5:30 p.m., Dinner: 5:15 p.m.
Program: 5:45 – 9 p.m.

Location: Tewksbury Country Club, 1880 Main St., Tewksbury; 978-640-0033; 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.
De-escalation Techniques: Protecting Nurses and Patients

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

Presenter: Ronald Nardi, MSN, APRN

Date: Oct. 5, 2010

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

Program: 6 – 9 p.m.

Location: MNA Headquarters, 340 Turnpike St., Canton

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.

Your Best Defense: Lowering Your Legal Risks with Documentation and More

Description: This program addresses the common reasons for suits against nurses. The nurse’s responsibilities in relation to standards of care, documentation and communication will be discussed in the context of malpractice, its prevention and occurrence. Case studies will be utilized.

Presenter: Barbara Levin, BSN, RN, ONC, LNCC
Tammy Murphy, ASN, RN, LNC

Date: Nov. 4, 2010

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

Program: 6 – 9 p.m.

Location: MNA Headquarters, 340 Turnpike St., Canton

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.

Workplace Violence Prevention

Description: The goal of this program is to provide nurses and others with an understanding of the extent and severity of workplace violence in the healthcare setting, the effects this violence has on nurses and other victims and learn to identify hazardous conditions that can be corrected to prevent violence.

Presenters: Christine Pontus, MS, RN, COHN-S/CCM; Ronald Nardi, MSN, APRN
Other Presenters TBA

Date: Nov. 30, 2010

Time: Registration 8 – 8:30 a.m.

Program: 8:30 a.m. – 4 p.m.

Location: Lombardo’s Conference & Function Facilities
6 Billings St.; Randolph; 800-986-5030;
www.lombardos.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.

Cardiac and Respiratory Pharmacology

Description: This program will provide nurses with updated information relative to the actions, interactions and nursing considerations of common cardiac and pulmonary medications.

Presenter: Carol Mallia, MSN, RN

The Heart of it All: The Next Step in ECG Interpretation

Description: This session is designed for nurses who have a basic understanding of rhythm interpretation. The program will include a discussion of axis deviation, ST changes with acute coronary syndrome, hypertrophy, bundle branch block and ventricular tachycardia versus aberrant conduction.

Presenter: Catherine Saniuk, MS, CCRN, RN

Date: Aug. 17, 2010

Time: 8:30 – 9 a.m. Registration
9 a.m. – Noon Morning Session
Noon – 1 p.m. Lunch provided
1 – 4 p.m. Afternoon session

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

MNA Contact: Theresa Yannetty, 781-830-5727

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.

Presenters: Chris Pontus, MS, RN, COHN-S/CCM; Barbara Levin, BSN, RN, ONC, LNC; Tammy Murphy, ASN, RN, LNC
Other Presenters TBA

Date: Aug. 25, 2010

Time: 5 – 5:30 p.m. Registration/Light Supper Provided
Program: 5:30 – 8:30 p.m.

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

MNA Contact: Susan Clish, 781-830-5723

Basic Dysrhythmia Interpretation

Description: This three-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 the sessions.

Presenters: Mary Sue Howlett, MS, RN, CEN
Carol Mallia, MSN, RN

Dates: Sept. 13, 2010 (Part One); Sept. 20, 2010 (Part Two); Sept. 27, 2010 (Part Three)

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

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

MNA Contact: Theresa Yannetty, 781-830-5727

Your Best Defense: Lowering Your Legal Risks with Documentation and More

Description: This program addresses common reasons for suits against nurses. The nurse’s responsibilities in relation to standards of care, documentation and communication will be discussed in the context of malpractice, its prevention and occurrence. Case studies will be utilized.

Presenters: Barbara Levin, BSN, RN, ONC, LNC; Tammy Murphy, ASN, RN, LNC

Date: Sept. 24, 2010

Medical Mistakes and Mishaps

Description: This program will address legal aspects of professional nursing practice, including malpractice, preventive measures, path of a law suit and RN Board of Registration’s approach to violation of Mass. Nurse Practice Act.

Presenters: Barbara Levin, BSN, RN, ONC, LNC; Tammy Murphy, ASN, RN, LNC

To register: complete the Regional Registration Form located on page 16 and submit to the MNA Region 5 Office. For questions, please contact Region 5 at 781-821-8255 or email region5@mnarn.org
Advanced Cardiac Life Support (ACLS) Certification & Recertification

Date: Sept. 24, 2010
Time: 8:30 – 9 a.m. Registration; 9 a.m. – Noon Morning Session  
Noon – 1 p.m. Lunch provided; 1 – 4 p.m. Afternoon Session
Fee: Member/Associate Member Free*; Others $195  *Requires a $50 placeholder fee which will be returned upon attendance at program
MNA Contact: Phyllis Kleingardner, 781-830-5794

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, ANP, MS
Date: Sept. 30, 2010
Time: 8 – 8:30 a.m. Registration  
8:30 a.m. – 4 p.m. Program (light lunch provided)
Fee: Member/Associate Member Free*; Others $195  *Requires a $50 placeholder fee which will be returned upon attendance at program
MNA Contact: Liz Chmielinski, 781-830-5719

Advanced Cardiac Life Support (ACLS) Certification & Recertification

Description: This AHA course will provide information on the clinical management of medical emergencies through a case study approach. This is a two day certification and a one day re-certification course. This challenging course is best suited for nurses working in acute or critical care areas. Attendees must be proficient in dysrhythmia interpretation.
Presenters: Carol Mallia, MSN, RN; Mary Sue Howlett, MS, RN, CEN and other instructors for the clinical sessions
Dates: Oct. 22, 2010 and Oct. 29, 2010 (Certification)  
Oct. 29, 2010 only (Recertification)
Time: Registration: 8:30 a.m. – 9 a.m.
Program: 9 a.m. – 5 p.m. (light lunch provided)
Fee: Certification: MNA Members/Associate Members Free*; Others $250  
Recertification: MNA Members/Associate Members Free*; Others $195  
*Requires a $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

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, MSN, RN, CS, PhD; Ruth Karacek, RN, MPH, CCM;  
Shawn MacMaster, BA: Marian Ryan, JD
Date: Nov. 4, 2010
Time: 5 – 5:30 p.m. Registration/Light Supper Provided
Program: 5:30 – 9 p.m.
Fee: Member/Associate Member Free*; Others $95  *Requires a $25 placeholder fee which will be returned upon attendance at program.
MNA Contact: Theresa Yannetty, 781-830-5727

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, MS, RN, CAS, LADC-1; Colleen LaBelle, MSN, RN, CARN; and Michael Botticelli, MD
Date: Nov. 10, 2010
Time: 8 – 8:30 a.m. Registration
Program: 8:30 a.m. – 4 p.m. (light lunch provided)
Fee: Member/Associate Member Free*; Others $195  *Requires a $50 placeholder fee which will be returned upon attendance at program.
MNA Contact: Theresa Yannetty, 781-830-5727

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, MD, RN, CIC; Alfred DeMaria, MD; Joan Johnston, RN, MS, CIH, CPE; Other Speakers TBA
Date: Nov. 12, 2010
Time: Registration 8 – 8:30 a.m.
Program: 8:30 a.m. – 4 p.m. (light lunch provided)
Fee: Member/Associate Member Free*; Others $95  *Requires a $25 placeholder fee which will be returned upon attendance at program.
MNA Contact: Phyllis Kleingardner, 781-830-5794

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.
Presenters: Carol Mallia, MSN, RN
Date: Nov. 16, 2010
Time: 5 – 5:30 p.m. Registration/Light Supper Provided
Program: 5:30 – 9 p.m.
Fee: Member/Associate Member Free*; Others $95  *Requires a $25 placeholder fee which will be returned upon attendance at program.
MNA Contact: Liz Chmielinski, 781-830-5719

Oncology for Nurses

Description: This program will provide a comprehensive overview of cancer nursing, including treatments, oncological emergencies, pain management and palliative care. This is not an advanced class in cancer nursing.
Presenters: Marylou Gregory-Lee, MSN, APN-BC, OCN, ANP
Date: Nov. 19, 2010
Time: 8 – 8:30 a.m. Registration
Program: 8:30 a.m. – 4 p.m. (light lunch provided)
Fee: MNA Members/Associate Members Free*; Others $195  *Requires a $50 placeholder fee which will be returned upon attendance at program.
MNA Contact: Phyllis Kleingardner, 781-830-5794

Wound Care: Dressing for Success

Description: A comprehensive overview of the factors effecting wound care and the strategies for managing complex wounds. A thorough review of the wound product categories will enable the attendee to select the most optimal wound product based on clinical findings.
Presenters: Carol Mallia, MSN, RN
Date: Dec. 14, 2010
Time: 8 – 8:30 a.m. Registration
Program: 8:30 a.m. – 4 p.m. (light lunch provided)
Fee: MNA Members/Associate Members Free*; Others $195  *Requires a $50 placeholder fee which will be returned upon attendance at program.
MNA Contact: Phyllis Kleingardner, 781-830-5794
Registration Directions: Registration will be processed on a space available basis. All programs are free to members, however, there is a placeholder fee of $25 for all evening programs and $50 for all full day programs. This fee will be returned upon attendance at the program. Program fees for non-members are $95 for evening programs and $195 for all full day programs. If registrants do not attend the program or call to cancel, the fee will NOT be refunded. Please submit a separate check for each program and mail to the appropriate region office. If registering for programs in more than one region, please duplicate the registration form or down load from www.massnurses.org and submit registration forms to the appropriate region offices with the specified fee.

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

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.

Name: ___________________________________________  Phone:___________________  Email: ___________________________
Address: ____________________________________ City: ___________________  State: _________________ Zip: _____________
Place of Employment __________________________________________________________________________________________
_____RN ________ LPN ________ APN _______ Other (specify) ______________________________________________________

Region 1 Make check payable to: MNA Region 1 and mail to MNA Region 1 Office, 241 King St., Suite 226, Northampton, MA 01060.
☐ Current Trends in Orthopedics Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ HIV Across the Lifespan: Nursing Updates & Considerations & Infectious Diseases Update: TB and Hepatitis Member/Associate Member Free*; Non-Members $195. *Requires a $50 placeholder fee.
☐ Medication Errors: Focus on Prevention Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.

Region 2 Make check payable to: MNA Region 2 and mail to MNA Region 2 Office, 365 Shrewsbury St., Worcester, MA 01604.
☐ Current Trends in Orthopedics Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Post Traumatic Stress Disorder Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Compassion Fatigue Member/Associate Member Free*; Non-Members $95. *Requires a $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.
☐ Current Trends in Breast Cancer Management Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ De-escalation Techniques Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Interventional Cardiology Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.

Region 4 Make check payable to: MNA Regional Council IV and mail to MNA Regional Council 4, 50 Salem St., Building A, Lynnfield, MA 01940.
☐ Medical Mistakes and Mishaps Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Mental Health Update Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Mr. Smith is Having Chest Pain – Now What? Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.

Region 5 Make check payable to: MNA Region 5 Office and mail to MNA Region 5, 340 Turnpike St., Canton, MA 02021.
☐ De-escalation Techniques Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Your Best Defense Member/Associate Member Free*; Non-Members $95. *Requires a $25 placeholder fee.
☐ Workplace Violence Prevention Member/Associate Member Free*; Non-Members $195. *Requires a $50 placeholder fee.
Registration Directions: Registration will be processed on a space available basis. All programs are free to members, however there is a placeholder fee of $25 for all evening programs and $50 for all full day programs (except for ACLS). This fee will be returned upon attendance at the program. Program fees for non-members are $95 for evening programs and $195 for all full day programs (except for ACLS). If registrants do not attend the program or call to cancel, the fee will NOT be refunded.

For courses offered at MNA headquarters, registration is available online. Visit our Web site at www.massnurses.org and choose the course for which you would like to register from our Events Calendar.

Payment: Payment may be made with a Master Card, Visa, American Express or Discover by calling the MNA contact person listed or by mailing a separate check for each program to the MNA, 340 Turnpike St., 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 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 continuing nursing education programs.

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

Please print. You may make copies of this form or download this brochure at 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 at: Massachusetts Nurses Association • 340 Turnpike St. • Canton, MA 02021

Payment may also be made by: ☐ VISA ☐ MasterCard ☐ American Express ☐ Discover
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: ________

☐ Cardiovascular Respiratory Pharmacology &
The Heart of it All: The Next Step in ECG Interpretation Member/Associate Member Free*; Others $195. *Requires a $50 placeholder fee.

☐ Lateral Violence and Its Impact on Nursing Member/Associate Member Free*; Others $95. *Requires a $25 placeholder fee.

☐ Basic Dysrhythmia Interpretation Member/Associate Member Free*; Others $195. *Requires a $50 placeholder fee.

☐ Your Best Defense: Lowering Your Legal Risks with Documentation and More &
Medical Mistakes and Mishaps Member/Associate Member Free*; Others $195 *Requires a $50 placeholder fee.

☐ Diabetes: What Nurses Need to Know Member/Associate Member Free*; Others $195. *Requires a $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

☐ Domestic Violence: What Nurses Need to Know Member/Associate Member Free*; Others $95. *Requires a $25 placeholder fee.

☐ Addictions: A Comprehensive Approach for Nurses Member/Associate Member Free*; Others $195. *Requires a $50 placeholder fee.

☐ Critical and Emerging Infectious Diseases Member/Associate Member Free*; Others $95. *Requires a $25 placeholder fee.

☐ Interpreting Laboratory Values Member/Associate Member Free*; Others $95. *Requires a $25 placeholder fee.

☐ Oncology for Nurses MNA Members/Associate Members Free*; Others $195 *Requires a $50 placeholder fee.

☐ Wound Care: Dressing for Success Member/Associate Member Free*; Others $95. *Requires a $25 placeholder fee.

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

Directions to MNA Headquarters


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/ Route 138 S/Stoughton. Follow directions from Route 138 below.


From Route 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.

Massachusetts Nurse  June 2010  17
Notice to members and non-members regarding MNA agency fee status

In private employment under the National Labor Relations Act

This notice contains important information relating to your membership or agency fee status. Please read it carefully.

Section 7 of the National Labor Relations Act gives employees these rights:

• To organize
• To form, join or assist any union
• To bargain collectively through representatives of their choice
• To act together for other mutual aid or protection
• To choose not to engage in any of these protected activities

You have the right under Section 7 to decide for yourself whether to be a member of MNA. If you choose not to be a member, you may still be required to pay an agency fee to cover the cost of MNA’s efforts on your behalf. If you choose to pay an agency fee rather than membership dues, you are not entitled to attend union meetings; you cannot vote on ratification of contracts or other agreements between the employer and the union; you will not have a voice in union elections or other internal affairs of the union and you will not enjoy “members only” benefits.

Section 8(a)(3) of the National Labor Relations Act provides, in pertinent part:

It shall be an unfair labor practice for an employer –
(3) by discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization: Provided, that nothing in this Act, or in any other statute of the United States, shall preclude an employer from making an agreement with a labor organization … to require as a condition of employment membership therein on or after the thirtieth day following the beginning of such employment or the effective date of such agreement, whichever is the later.

If such labor organization is the representative of the employees as provided in Section 9(a), in the appropriate collective bargaining unit covered by such agreement when made…

Under Section 8(a)(3), payment of membership dues or an agency fee can lawfully be made a condition of your employment under a "union security" clause. If you fail to make such payment, MNA may lawfully require your employer to terminate you.

This year, the agency fee payable by non-members is 95 percent of the regular MNA membership dues for chargeable expenditures. Non-members are not charged for expenses, if any, which are paid from dues which support or contribute to political organizations or candidates; voter registration or get-out-the-vote campaigns; support for ideological causes not germane to the collective bargaining work of the union; and certain lobbying efforts.

MNA has established the following procedure for non-members who wish to exercise their right to object to the accounting of chargeable expenditures:

1. When to object

Employees covered by an MNA union security clause will receive this notice of their rights annually in the Mass Nurse. If an employee wishes to object to MNA’s designation of chargeable expenses, he or she must do so within thirty days of receipt of this notice. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee’s address as shown in MNA’s records.

Employees who newly become subject to a contractual union security clause after September 1, or who otherwise do not receive this notice, must file any objection within thirty days after receipt of notice of their rights.

MNA members are responsible for full membership dues and may not object under this procedure. MNA members who resign their membership after September 1 must object, if at all, within 30 days of the postmark or receipt by MNA of their individual resignation, whichever is earlier.

Objections must be renewed each year by filing an objection during the appropriate period. The same procedure applies to initial objections and to renewed objections.

2. How to object

Objections must be received at the following address within the thirty-day period set forth above:
Massachusetts Nurses Association
Fee Objections
340 Turnpike Street
Canton, MA 02021

Objections not sent or delivered to the above address are void.

To be valid, objections must contain the following information:
• The objector’s name
• The objector’s address
• The name of the objector’s employer
• The non-member’s employee identification number
• Objections must also be signed by the objector

Objections will be processed as they are received. All non-members who file a valid objection shall receive a detailed report containing an accounting and explanation of the agency fee. Depending on available information, the accounting and explanation may use the previous year’s information.

3. How to challenge MNA’s accounting

If a non-member is not satisfied that the agency fee is solely for chargeable activities, he or she may file a challenge to MNA’s accounting. Such a challenge must be filed within 30 days of receipt of MNA’s accounting. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee’s address as shown in MNA’s records.

Challenges must be specific, and must be made in writing. Challenges must be received by MNA at the same address listed above in section 2 within the 30-day period to be valid. Challenges not sent or delivered to that address are void.

Valid challenges, if any, will be submitted jointly to an impartial arbitrator appointed by the American Arbitration Association. MNA will bear the cost of such a consolidated arbitration; challengers are responsible for their other costs, such as their travel expenses, lost time, and legal expenses, if any. Specifically challenged portions of the agency fee may be placed in escrow during the resolution of a challenge. MNA may, at its option, waive an objector’s agency fee rather than provide an accounting or process a challenge.

Notice to Members

This notice is to remind all MNA members that the dues rate will increase on July 1, 2010. For more information, contact the MNA’s division of membership at 781-821-4625 or send an e-mail message to mnainfo@mnarn.org.
Haiti relief nurse volunteers
While the earthquake in Haiti has fallen off the world stage, the need for nurses to help those injured remains. Since January, MNA nurses have volunteered in huge numbers for relief work in Haiti. We salute the following:
Susan Blouin, Caritas St. Elizabeth’s Medical Center
Maura Brennan, UMass Medical Center
Patricia Caruso, St. Vincent Hospital
Tom Curran, Caritas Good Samaritan Medical Center
Karen Dalton, Caritas Norwood
Amy Desmaris, Mercy Medical Center
Regina Kennedy, Caritas Carney
Jan Leary, UMass Memorial
Regina Mackenzie, Caritas Carney
Deborah Perry, Lawrence General Hospital
William Pierce, St. Vincent Hospital
David Powers, Mercy Medical Center
Trish Powers, Brigham & Women’s
Kathy Reardon, Caritas Norwood
Pam Reilly, Caritas Norwood
Michael Savoy, Brigham & Women’s
Betty Sparks, Newton-Wellesley Hospital
Tim Stratton, Caritas St. Elizabeth’s Medical Center
Marie Ventimiglia, St. Vincent Hospital
The work in Haiti is ongoing, so contact the MNA at 781-830-5743 or via massnurses.org for details on how to volunteer.

MNA Regional Council 5 encourages members to volunteer
July 23–25, 2010 • Boston

MNA Diversity Committee
The MNA’s Diversity Committee has set its goals for 2010, and it is looking forward to a successful year that includes the support of members from throughout the organization. Priorities this year include:
- Mentoring new and prospective nursing students
- Identifying disparities in health care
- Conducting community outreach
- Networking with other state nursing groups (with a focus on groups dedicated to meeting needs and understanding the issues of minority nurses)

To get involved or for more information contact Charlene Richardson at crichardson@mnarn.org
Rules for MNA state and regional elections and campaigns

Constitution and bylaws
The nominations and election of MNA officers will be conducted in accordance with the MNA Bylaws and policies, as well as the Labor-Management Reporting and Disclosure Act of 1959, as amended.

Term of office
As defined by MNA Bylaws.

Eligibility to hold office
As provided in the MNA Bylaws, any MNA and/or MNA Labor program member who is current in dues who is in good standing and eligible to run for office.

Nomination notice
A nomination notice and consent to serve forms will be posted in the Massachusetts Nurses Association’s official newsletter mailed to all members and posted on the MNA official website.

Nominations
Nominations for vacant offices will be made in writing to the Nominations and Elections Committee and must be postmarked and received by June 1.

Nomination acceptances
A candidate must accept nomination in writing to the Nominations and Elections Committee by completing a consent to serve form received no later than June 1 of the relevant election period. A statement from each candidate, if provided will be printed in The Massachusetts Nurse Association’s official newsletter. Such statements should be limited to 250 words.

Candidate eligibility
The Nominations and Elections Committee will review MNA dues and membership records to determine eligibility of all nominees. Eligible nominees will be notified of their eligibility for office(s), mailed a copy of the MNA nomination and elections rules, and asked how they wish their names to appear on the ballot. Ineligible nominees will be advised of the reason(s) they are not eligible to run for office.

Inspection of the member list
Each candidate may inspect (not copy) the MNA membership list once within 30 days prior to the election. No candidate is entitled to receive a copy of the list.

The membership list will be available for inspection at the MNA office between 8:30 a.m. and 4:30 p.m., Monday through Friday. Any candidate who wishes to inspect the list should contact the Director of the Division of Membership between June 15 and July 15 of the election year.

Distribution of campaign literature
MNA will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate’s expense. Requests will be honored in the order received. Campaign literature must be provided to the Nominations and Elections Committee ready for mailing. The cost of postage will be paid by the candidate. MNA will make arrangements for office staff to address the campaign literature. Candidates are solely responsible for any and all materials contained in their campaign literature.

Ad space in the official newsletter of the Massachusetts Nurses Association will be at a specific advertising rate.

Candidates may not utilize any “personal” mailing list which was created or obtained as a result of a candidate or a supporter serving or employed in an MNA position. Candidates should contact the Nominations and Elections Committee and the Director of the Division of Membership to arrange for mailing campaign literature.

Campaign restrictions
Federal law prohibits the use of any MNA, MNA structural units (Regional Councils, Local Bargaining Units, Committees or any other entity recognized by MNA bylaws or policies) or employer funds to promote the candidacy of any person in an MNA office election. This prohibition applies to cash, facilities, equipment, vehicles, office supplies, etc., of MNA, MNA structural units and any other union, and of employers whether or not they employ MNA members. MNA officers and employees may not campaign on time paid by the MNA.

Federal law also provides that candidates must be treated equally regarding the opportunity to campaign and that all members may support the candidates of their choice without being subject to penalty, discipline, or reprisal of any kind. Members may endorse candidates, however no endorsement may carry the identification of the MNA office or position held by the endorser or the MNA logo. The use of MNA, MNA structural units or employer funds or facilities is a violation of federal law even if MNA or the employer do not know about or approve the use.

Request from candidates for campaign time on structural units must be in writing to the Nominations and Elections Committee. The Nominations and Elections Committee will notify the Labor Associate Director assigned to the unit, Division Director and chair of such request within 5 business days of receiving the request, and will also notify all other candidates for the same office that they are eligible for the same opportunity upon request. All candidates for specific office must be provided with equal access and time.

MNA Structural units may invite candidates to speak at a meeting, by submitting such request in writing to the Nominations and Elections Committee. All candidates for a specific office must be provided with equal access and time. The Nominations and Elections Committee will then notify all candidates for the same office(s) that they are invited to speak at a meeting of the requesting structural unit(s), and will notify all candidates of the date, time and location of the meeting.

Voter eligibility
Any member in good standing as of seven (7) days prior to the date of ballots being mailed will be eligible to vote.

Election
Ballots will be mailed to the last known home address of each eligible MNA member, at least fifteen (15) days prior to the date which it must be received by the election administrator. Members are responsible for mailing ballots in sufficient time to be received by the administrator.

Eligible voters are permitted to vote for any candidate per the instructions on the ballot. However, write-in votes are not valid and will not be counted. Ballots should not be marked outside of the identified areas.

Ballots must be completed (as per the instructions on the form) and enclosed in an envelope (marked BALLOT RETURN ENVELOPE), which does not identify the voter in any way, in order to assure secret ballot voting. Only one ballot may be placed in the envelope. The ballot return envelope must be returned in an outer envelope addressed to MNA Secretary, c/o Contracted Election Administrator (address)

In the upper left-hand corner of this envelope you must:

Print your name
Sign your name (signature required)
Write your address and zip.

If this information is not on the mailing ballot, the secret ballot inside is invalid and will not be counted.

If the mailing envelope has been misplaced, another mailing envelope can be substituted provided that all the required information is provided by the voter in the return envelope.

All returned mailing envelopes will be separated from the inner envelope containing the ballot before the ballots are removed, to assure that a ballot can in no way be identified with an individual voter. Mailing envelopes containing
voter’s name and address will be checked off on a master membership list.

Ballots must be at the office of the election administrator no later than the end of business day of the date indicated by the election administrator.

Observers
Each candidate or her/his designee who is an MNA and/or Labor Relations Program member in good standing may be permitted to be present at the stuffing of the ballots, observe delivery to the post office and be present on the day(s) of the opening and counting of the ballots. Notification of the intent to be present or have an observer present must be received in writing or electronic message to the Nominations and Elections Committee from the candidate five (5) working days prior to the ballot counting date for space allocation purposes.

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

No observer shall be allowed to touch or handle any ballot or ballot envelope. During all phases of the election process, the single copy of the voter eligibility list will be present for inspection.

All observers and candidates will keep election results confidential for 72 hours after the ballot counting date for space allocation purposes. The observer must provide current MNA membership identification to election officials and authorization from the candidate.

Tally of ballots
Ballot counting will be overseen by the contracted election administrator.

Election results
Results of the MNA Election will be made available to candidates (or their designee) within 72 hours after completion of the ballot counting. Hard copies of the election results shall be sent to each candidate. Results of the MNA election will be kept confidential until all candidates are notified. Results will include the number of total ballots cast for the office in question; the number of ballots cast for the candidate in question and the election status of the candidate (elected/not elected). Any MNA member may access these numbers by written request to the Nominations and Elections Committee.

Only the names of those elected will be posted on the MNA website when all candidates have been notified after the ballot procedure is completed and certified. The election outcome will be posted at the annual meeting. The Department of Public Communications shall check the information on file for accuracy/currency with elected candidate prior to issuing a press release.

Storage of election records
Pre Election: All nominations forms and all correspondence related to nominations shall be stored in a locked cabinet at MNA headquarters. The Nominations and Elections Committee and MNA Division of Membership staff assigned to the committee shall have sole access to the cabinet and its contents.

Post Elections: All election materials including ballots (used, unused and challenged), envelopes used to return marked ballots, voter eligibility lists shall be placed in a container, secured with tape and signed off by the election administrator, be stored in a locked cabinet at MNA headquarters for one year and then destroyed. The Nominations and Elections Committee and Division of Membership staff assigned to the committee shall have sole access to the cabinet and its contents.

Questions/ problems
Candidates and members with questions about the nomination or election procedures should contact a member of the Nominations and Elections Committee or appropriate staff at MNA. Any violation of these rules should be reported promptly to the Nominations and Election Committee and Director of Division of Membership so that corrective action can be taken, if necessary.

Protests
Per MNA Bylaw any member may challenge an election by filing a protest in writing with the Nominations and Elections Committee within 10 days after election results are posted.

Contacting the Nominations and Election Committee
All correspondence to the Nominations and Elections Committee should sent to:
Mail: MNA Nomination and Election Committee, 340 Turnpike St., Canton MA 02021
Fax: MNA Nominations and Elections Committee, 781-821-4445
Email: MNA Nominations and Elections Committee, TBA
Phone: MNA Nominations and Elections Committee, TBA

Approved: BOD 3/18/10

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**SAVE THE DATE**

**MNA School Nurse SUM I**

**9 • 25 • 10**

Saturday, September 25, 2010 • MNA Headquarters

Details to follow
MEMBER APPRECIATION DAY
A Fun-Filled day for the MNA Members, Friends and their Families!

Saturday - July 24, 2010

SAVE OVER 50% PER PERSON

ONLY $37.00 PER PERSON • TAX INCLUDED
KIDS 2 YEARS AND UNDER ARE FREE

Package Includes:

✔ ALL DAY ADMISSION TO SIX FLAGS NEW ENGLAND AND HURRICANE HARBOR WATER PARK $41.99 VALUE!

✔ ALL-YOU-CARE-TO-EAT MENU $20.00 VALUE!
Hamburgers, Hot Dogs, Baked Ziti, Tossed Salad, Baked Beans, Potato Chips, Ice Cream Novelties, Condiments, and Coca-Cola Products.
Meal Time 12:30-1:30 (Served in the Rivers Edge Picnic Grove)

✔ FREE PARKING $15.00 VALUE!

TO PURCHASE TICKETS OR FOR MORE INFORMATION VISIT:
SFNEPICNIC.COM/MNA

TO PURCHASE TICKETS:
Visit WWW.SFNEPICNIC.COM/MNA
or
Call Jennifer Marshall at the MNA office @ 781-830-5726

*Must Purchase by July 17, 2010

- For Directions and Park Operating Hours, please visit sixflags.com/newengland • Wristbands will be required for entry into the Rivers Edge Picnic Grove
- PLEASE NOTE: Additional Tickets are not available on the day of the event. SUPERMAN and all related characters and elements are trademarks of and © DC Comics.

BONUS

UPGRADE YOUR PICNIC TICKET ON THE DAY OF YOUR VISIT TO A 2010 SEASON PASS FOR ONLY $19.99!
Save $5 off the standard upgrade price.
**MNA Member Discounts**

**Save You Money**

Log onto “myMNA,” the new members-only section of the Web site

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**Personal & Financial Services**

**Professional Liability Insurance**
NURSES SERVICE ORGANIZATION........................................ 800-247-1500

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

**Long Term Care Insurance**
WILLIAM CLIFFORD ........................................ 800-878-9921, x110
Flexible and comprehensive long-term care insurance at discount rates.

**Short Term Disability Insurance**
INSURANCE SPECIALIST LLC ........................................ 888-474-1959
Six-month disability protection program for non-occupational illnesses & accidents.

**Long Term Disability Insurance**
LEAD BROKERAGE GROUP........................................ 800-842-0804
Provides income when you are unable to work due to an illness or injury.

**Retirement Program**
AMERICAN GENERAL FINANCIAL GROUP/VALIC ............ 800-448-2542
Specializing in providing retirement programs including 403(b), 401(k), IRA, NQDA, Mutual Funds, etc.

**Home Mortgage Discounts**
RELIANT MORTGAGE COMPANY........................................ 877-662-6623
Save on your next home loan/mortgage with discounts available to MNA members and families. Receive free mortgage pre-approvals.

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

**Blue Cross Blue Shield**
For details on health insurance plans, call 800-422-3545, ext. 65414

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**Products & Services**

**Auto/Homeowners Insurance**
COLONIAL INSURANCE SERVICES, Inc.............................. 800-571-7773
MNA discount available for all household members. No service changes with convenient EFT payment.

**Cellular Telephone Service**
AT&T WIRELESS ........................................ 800-882-2056, ext. 726
MNA members can now go to any AT&T Wireless company store for all transactions. 24% discounts on rate plans.

**T-Mobile** ........................................ 866-464-8662
Get a free phone, free nationwide long distance and roaming and free nights and weekends (on specific plans). No activation fee for members.

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

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**Associated Edge (Formerly Member Advantage)**
ASSOCIATED EDGE......................................................... 781-828-4555 or 800-232-0872
Discount prices on a broad range of products. Log into myMNA.

**Oil Network Discount**
COMFORT CRAFTED OIL BUYING NETWORK .................. 800-660-4328
Lower home oil heating costs by 10–25 cents/gallon or $150 per year.

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

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

**Health Care Apparel**
WORK’N GEAR DISCOUNT........................................ 800-WORKNGEAR
Receive 15% discount off all regularly priced merchandise. Visit www.massnurses.org for a printable coupon to present at time of purchase.

**Brooks Brothers Discount**

**Travel & Leisure**

**Car Rental**
AVIS CAR RENTAL..................................................... 1-800-331-1212
Discounts can be used for both personal and business travel.

**Hertz Car Rental** ........................................ 800-654-2200
MNA members discounts range from 5 – 20%. (For MNA discount CDP, call 781-830-5726.)

**Exclusive Travel Deals**
MNA VACATION CENTER ........................................ www.mnavacations.com
Powered by TNT and Goahead tours. Get exclusive access to travel specials at prices not available to the public.

**Discount Movie Passes** ........................................ 781-830-5726
Showcase Cinemas/National Amusements, $7.75. AMC Theatres, $6. Regal Cinemas (not valid first 12 days of new release), $6.

**Disney Discount**
Discounted tickets to Walt Disney World and Disneyland along with other Florida attractions.

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

**Universal Studios Fan Club** ..................................... 888-777-2131
Log onto the MNA Web site at www.massnurses.org and click on the Universal Studios Link to obtain special discount prices.

**Working Advantage**

**Six Flags New England**
Seasonal. Contact MNA’s Division of Membership at 800-882-2056, x726.

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