MNA endorses Stephen Lynch for U.S. Senate

Special Primary Election, Tuesday, April 30
Hundreds of MNA registered nurses, as well as friends and supporters from every corner of the commonwealth, enthusiastically walked a picket line in front of Quincy Medical Center beginning on April 11 for the unit’s 24-hour strike.

The strike was organized in response to the dangerous staffing conditions that the RNs at Quincy Medical Center—which is owned by Cerberus-Steward—are being forced to work under. It was the first nurses’ strike at a Greater Boston hospital in more than 25 years and it was sanctioned by the most overwhelming nurses’ strike vote in Massachusetts history.

Staffing at Steward-Quincy Medical Center is at a bare-bones level, forcing nurses to care for too many patients at one time, which is compromising nurses’ ability to provide safe patient care. In fact, RNs have submitted more than 150 official written reports of unsafe staffing incidents to management in the last 14 months.

The long-standing patient safety concerns at the hospital turned into a full-blown crisis on Feb. 17 when Cerberus-Steward, the for-profit owner of the hospital, shut down a 40-bed nursing unit. As a result, nurses report that as many as a dozen patients per day are being “boarded” in the hospital’s emergency department, sometimes for 24 hours or more under conditions the nurses consider to be unsafe.

“Our members have had enough,” said Paula Ryan, RN, chair of the MNA local bargaining unit. “We have attempted to negotiate with management over the issue, but they have refused to respond other than to say that it is a financial decision. We feel that we have a duty to our patients, our practice and to each other to take action and hold this strike.”
stage one-day strike at Quincy Medical Center
MNA endorses Lynch for U.S. Senate seat in special election

The MNA has endorsed U.S. Congressman Stephen Lynch for U.S. Senate in the Massachusetts special election on April 30.

“Our endorsement of Congressman Lynch is based on his outstanding record of supporting a number of issues important to frontline nurses in the commonwealth, including his longstanding support of federal and state legislation requiring safe RN-to-patient staffing limits in acute care hospitals, safer working conditions for nurses, and access to quality health care for all in America,” said MNA/NNU President Donna Kelly-Williams, RN.

“Nurses have also seen firsthand how the economy has affected our patients, friends and family,” Kelly-Williams added. “They’ve lost jobs, homes and retirement savings. But as a former iron worker and president of the Iron Workers Union, Lynch’s record on issues important to labor and working families is beyond dispute. He’s committed to supporting a progressive agenda that will create jobs with living wages, provide quality housing, education and a secure retirement for all.”

MNA Board member Kathy Metzger remembers Lynch from 2001, when he tirelessly supported the nurses at Brockton Hospital during their 104-day strike and in their efforts to win improvements to RN staffing levels and an end to mandatory overtime. “Steve Lynch was with us every day of that strike, supporting us on the picket line and using his influence to stand up for nurses and patients—and he has continued that support for the last decade. If elected to the U.S. Senate, he would continue that work, helping nurses as well as all workers who are struggling in this economy.”

“I am incredibly grateful to have the backing of the Massachusetts Nurses Association,” Rep. Lynch said. “I have walked with nurses on the picket line, and supported them in the halls of the State House and the Capitol. Their efforts not only improve working conditions at hospitals and other health care settings, but also improve patient safety and quality of care. I am honored to have their support in this campaign, and I will continue to fight on their behalf in the U.S. Senate.”

Lynch has also expressed support for the MNA/NNU’s call for a “Robin Hood Tax,” a small tax on the risky Wall Street financial transactions that, if implemented, would raise billions of dollars each year to support initiatives to rebuild the middle class, while curtailing reckless trading practices.
In March, the registered nurses from Baystate Franklin Medical Center (BFMC), along with other community leaders and advocates, hosted an incredibly successful community forum about the future of the hospital. The forum allowed residents of Franklin County to share their concerns and discuss possible actions that community members can take in their efforts to ensure the continuation of BFMC as a full-service community hospital.

Franklin Medical Center was founded in 1895 and for nearly a hundred years it was a stand-alone hospital providing health care to tens of thousands of Franklin County residents. But in 1986, Baystate Health took over Franklin Medical Center.

Initially, affiliation with a major health system that had a teaching hospital at its core was a positive development for BFMC. Over the last decade, however, Baystate Health started cutting services at Franklin Medical Center and, in recent years, has intensified its program of outsourcing patient care to its flagship facility in Springfield (nearly 40 miles south of Greenfield). These cuts have included the elimination of pediatric services, reduced urology services, reduced services for the treatment of cardiovascular disease, elimination of home care services and reduced lab services, along with cuts in the staff who deliver direct patient care.

The effects of these cuts seem to be fully acknowledged by management at BFMC. In fact, Baystate Franklin recognizes that "persons die of cancer and cardiovascular disease prematurely in the community at a higher rate than the rest of the state." Yet, cardiovascular services were cut. Additionally, BFMC identifies the elderly as a vulnerable population, but reduced urology services and eliminated its visiting nurse program. And perhaps one of the most notable deficiencies at Baystate Franklin is pediatric services. Nurses at BFMC have been frustrated for years by the hospital’s lack of pediatric services. In an attempt to ascertain specific data related to this shortage, a public records request was submitted to the state’s Center for Health Information and Analysis (CHIA); in February, CHIA released its report. With the exception of eight discharges of children 17 and under in 2003, Baystate Franklin has not discharged any children across 14 major diagnostic categories between 2002 and 2011. That number is remarkable, given that 19.3 percent—just fewer than 14,000—of Franklin County’s residents are under the age of 18. But the children of Franklin County clearly are not being admitted to Baystate Franklin Medical Center.

According to Linda Judd, RN and co-chair of the bargaining unit, the forum was all about giving a voice to the people who are passionate about protecting BFMC. “We believe that the people of this community have the right to have a say in the decisions that will reduce health disparities, promote community wellness and improve access to care in our community at our hospital,” said Judd. “We hope this forum will initiate a process to ensure a healthy future for our hospital and our community.”

The forum, which was moderated by town councilor Karen “Rudy” Renaud, was held in the cafeteria of Greenfield High School. Nearly every seat was filled by the time the forum got underway, and there was a constant stream of people to and from the microphone.

“I am concerned about the availability of top-notch health care in Franklin County,” said Susan Worafaik, a resident of Greenfield and forum participant, “and I came here tonight because I am interested in learning about the experiences people are having and in discussing ways that we might work together to ensure quality health care for everyone.”
Nurse Practice Act threatened by BORN’s proposed plan

Changes could result in unlicensed personnel administering meds

In February, the Board of Registration in Nursing (BORN), which oversees both the licensure of nurses in the commonwealth and the regulations governing their nursing practice, seemed to be laying groundwork that would allow them to amend the Nurse Practice Act (i.e., the very law that dictates your role and responsibilities as a registered nurse).

If implemented as originally proposed, the changes could result in RNs having to delegate medication administration and other procedures—to unlicensed personnel—in all settings, including long term care facilities, home care programs, schools and acute care hospitals.

“Medication administration is a complex procedure that demands the skilled assessment and monitoring that only RNs can provide,” said Donna Kelly-Williams, RN and president of the MNA. “This proposal is nothing short of an all out attack on our nursing practice. It will mean reduced RN staffing. It will mean greater reliance on unlicensed personnel. It will mean greater liability for nurses. And it will, above all else, make for dramatically unsafe conditions for patients.”

BORN’s early efforts on this front sparked an immediate reaction from the MNA and prompted RNs and health care professionals from bargaining units across the state to mobilize. In fact, a contingent of members was prepared to attend the BORN’s March 13 meeting—at which the issue of delegating to unlicensed personal was to be discussed—but the meeting was postponed, in part because of the swift response the MNA and its members had for the leadership at BORN.

The temporary postponement of this one meeting though does not indicate closure on the issue, and we are continuing to closely monitor the BORN’s movements on this front.

Please stay informed on this extremely important issue. Visit the MNA’s web (massnurses.org) and Facebook (facebook.com/massnurses) pages for all the latest updates, and please join us for any related events and/or actions.

Visit the MNA’s web and Facebook pages for all the latest updates on this issue, and please join us for any related events and/or actions.
Over the winter, MNA members headed to the State House to seek legislative co-sponsors for the Patient Safety Act.

Region 2 members had a chance to thank freshman Rep. Mary Keefe (D-Worcester) for cosponsoring the Patient Safety Act.

Region 2 members had the chance to explain the importance of the Patient Safety Act to Rep. Matt Beaton (R-Shrewsbury).

Region 2 members Mike D’Intinosanto RN, Mary Foley RN, Dominique Muldoon RN, Karen Grzyb RN and Mary Colby RN with Sen. Jamie Eldridge (D-Acton).

Mike D’Intinosanto RN, with Rep. Sean Garballey (D-Arlington), a strong patient safety advocate.
Clinical Nursing Conference

8th annual

May 10, 2013
DCU Center
Foster Street / Major Taylor Boulevard
Worcester, MA
Free & exclusive to
MNA members
Enrollment limited to 750!

7:00 a.m. – 8:30 a.m.
Registration and Continental Breakfast

8:30 a.m. – 8:45 a.m.
Welcome and Opening Remarks

8:45 a.m. – 10:00 a.m.
Conceptual Model for Understanding Adverse Events in Health Care
Gloria F. Donnelly, PhD, RN, FAAN
This program will describe and interpret challenges of adverse events in healthcare. Nursing strategies to decrease adverse events will be explored.

10:00 a.m. – 10:30 a.m. Break

10:30 a.m. – 12:00 p.m.
Concurrent Sessions:

Cardiac Pharmacology
Jake Nichols, Pharm D, MBA, BCPS
This program will provide the nurse from all practice areas with a better understanding of how cardiac medications work. The actions, indications and nursing considerations will be discussed for all major categories of cardiac medications.

Today’s Technology: Your Electronic Fingerprint
M. Thomas Quail, MS, Ed, RN, LNC, NREMT
This session will provide an overview of how today’s technology leaves an electronic fingerprint that is discoverable, whether you are a nurse or consumer. Specific electronic devices are explored including the transactional information and data they contain. This session is repeated in the morning and afternoon of this Clinical Conference.

Anticoagulation: A Nursing Perspective
Barbara G. Rosato, MS, Ed, RN, NP, ANP-BC, CDE
This session will include a review of pathophysiological indications for anticoagulation therapy and determinants for treatment decisions, including the indications for the newer anticoagulation agents. The importance of patient education and nursing strategies to evaluate effectiveness will also be discussed.

Caring for the LGBTQ Patients: Medical and Social Considerations
J. Aleah Nesteby, BA, RN, MSN
This program will provide nurses with an understanding of the complexity of physical and social health issues facing lesbian, gay, bisexual and transgender patients.

Assessment and Management of Liver Failure
Michael P. Curry, MD
This session will identify the signs and symptoms of liver failure. Management of ascites, encephalopathy, and variceal bleed will be discussed.

12:00 – 1:15 p.m. Lunch

1:15 p.m. – 2:45 p.m.
Concurrent Sessions:

Breast Cancer Care – A Nursing Perspective
Jennifer McKenna, RN, MSN, AOCNP
This session will include a discussion of the diagnosis, treatment (surgical, radiation, chemotherapy, and hormonal therapy), and prognosis of the different subtypes of breast cancer from early stage to late stage disease. Important nursing considerations will be included.

Today’s Technology: Your Electronic Fingerprint
M. Thomas Quail, MS, Ed, RN, LNC, NREMT
This session will provide an overview of how today’s technology leaves an electronic fingerprint that is discoverable, whether you are a nurse or consumer. Specific electronic devices are explored including the transactional information and data they contain. This session is repeated in the morning and afternoon of this Clinical Conference.

Mental Health Issues for the LGBTQ Person
Nina Brand, MSW, LICSW
This program will provide nurses with an understanding of the complexity of mental health issues facing lesbian, gay, bisexual and transgender patients.

Advances in Dementia Diagnosis and Treatment
Anil Nair, MD
The program will discuss the latest diagnostic tools for dementia. The current treatments will be explored as well.

Pediatric Celiac Disease
Mary-Alice M. Tully, MSN, PNP-BC
This program will include a discussion of the pathophysiology and clinical manifestations of pediatric celiac disease. Current treatment and lifestyle management will also be discussed.

2:45 p.m. – 2:55 p.m. Break

2:55 p.m. – 4:00 p.m. Closing Session
Patient Turnover and Nursing Employment in Massachusetts Hospitals: Implications for the Affordable Care Act
Judith Shindul-Rothschild, PhD, RNPC
This program will discuss current research linking the relationship between patient turnover and adequacy of nursing staff. The impact of the Affordable Care Act on nursing will be discussed.

4:00 p.m. – 4:15 p.m.
MNA Update: Next Steps

4:15 p.m.– 4:30 p.m.
Closing Remarks
As an MNA member, you are invited to attend our 8th annual Clinical Nursing Conference

FREE
$75 placeholder fee required

This full-day clinical program is designed to update registered nurses on a variety of current clinical topics and relevant issues pertinent to today’s nursing practice.

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

Disability Help
Contact Liz Chmielinski at 781-830-5719 with questions about special needs accessibility.

Refund
Refund of the placeholder fee will be issued up to two weeks before the program date. If registrants do not attend the program or call to cancel, the fee will not be refunded.

Placeholder Fee
A payment of $75 must be submitted with your registration. Payment by credit card is available online at www.massnurses.org; go to the News and Events page of the website. If you pay by check, it will be returned upon attendance.

Chemical Sensitivity
Attendees are requested to avoid wearing scented personal products when attending the 8th Annual MNA Clinical Nursing Conference. Scents may trigger responses in those with chemical sensitivity.

Directions
From the North:
Take Rt. 495-S. Get off at Exit 25B. Take Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the East:
Take I-90-W (Mass. Turnpike West) to Rt. 495-N to Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the South:
Take Rt. 495-N to Rt. 290-W. Get off at Exit 18. Follow signs to the DCU Center.

From the West:
Take I-90-E. (the Mass. Turnpike East) to Exit 10 (Auburn). After the tollbooth, bear left at the fork. Take Rt. 290-E. Get off at Exit 16. Take a left at the bottom of the ramp (there is a light). At the 3rd set of lights (Major Taylor Boulevard), the DCU Center is on your left.

Parking
Parking is available in multiple locations around the DCU Center.

Hotel Information
The MNA has secured several single and double rooms for $109, plus 14.45% tax, at the Hilton Garden Inn, Worcester, MA. It is adjacent to the DCU Center. Parking is $9.95 per night. For reservations call 508-753-5700.

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

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

REGISTRATION FORM: 8th ANNUAL MNA CLINICAL NURSING CONFERENCE • MAY 10, 2013

Name_________________________ Email __________________________
_____ RN _____ APN _____ Other (specify) ____________________

Address __________________________ State ____________ Zip ______
Telephone: Daytime_________________ Evening

Place of employment _______________________

Every effort will be made to accommodate your selections. To register, please return the completed form with your check payable to MNA for the placeholder fee of $75 to:

MNA • Attn.: Liz Chmielinski • 340 Turnpike Street • Canton, MA 02021

For online registrations go to www.massnurses.org and click on the News and Events page.

Sessions fill on a space available basis, and will close once seating capacity is reached.

You must indicate your “1st,” “2nd,” and “3rd” choices for the following morning concurrent sessions:

Cardiac Pharmacology Electronic Fingerprint Anticoagulation Care of the LGBTQ Patients Liver Failure

You must indicate your “1st,” “2nd,” and “3rd” choices for the following afternoon concurrent sessions:

Closing Remarks Conference. Scents may trigger responses in those with products when attending the 8th Annual MNA Clinical Nursing Conference. Attendees are requested to avoid wearing scented personal considerations will be discussed for all major categories of cardiac medications.

This program will provide nurses with an understanding of the complexity of mental health issues for LGBTQ Dementia Diagnosis Pediatric Celiac Disease

Implications for the Affordable Care Act

Michael P. Curry, MD

J. Aleah Nesteby, BA, RN, MSN

Barbara G. Rosato, MSN, RN/NP, ANP-BC, CDE

M. Thomas Quail, MS Ed, RN, LNC, NREMT

Gloria F. Donnelly, PhD, RN, FAAN

Jennifer McKenna, RN, MSN, AOCNP

Anil Nair, MD

Mary-Alice M. Tully, MSN, PNP-BC

J. Aleah Nesteby, BA, RN, MSN

This is a conference for all MNA members

$75 placeholder fee will be returned at registration on May 10, 2013.
Do you have arthritis or another rheumatic condition like Lupus or Fibromyalgia?

Are you working.....and concerned about your ability to remain employed over the next several years?

Are you 23 - 63 years old and living or working in Massachusetts?

You might be interested in a Boston University research study on ways to remain employed. To find out more about the “Work It” study call 1-866-269-1027 or email workit@bu.edu.
You know nurses who have made a difference. You can identify individual contributions that go beyond the ordinary. You recognize excellence in nursing practice, education, research and service.

Now it’s your turn to make a difference! You can nominate candidates for a 2013 MNA Annual Award. Help give MNA the opportunity to reward and applaud outstanding individuals. Let them know that you care about their important contributions to the profession of nursing.

**Deadline for submission of nominees to the MNA Awards Committee is May 20, 2013.**

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

To receive nomination papers for any of the MNA Annual Awards or for additional information or questions regarding the 2013 MNA Annual Awards, please contact Liz Chmielinski, Division of Nursing, at 781-830-5719; or toll free in MA at 1-800-882-2056, x719 or via email at EChmielinski@mnarn.org.

You may also visit: [http://www.massnurses.org/about-mna/awards](http://www.massnurses.org/about-mna/awards)

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**Doris Gagne Addictions Nursing Award:** Recognizes a nurse or other healthcare provider who demonstrates outstanding leadership in the field of addictions.

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

**Judith Shindul Rothschild Leadership Award:** Recognizes a member and nurse leader who speaks with a strong voice for the nursing community at the state and or national level.

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

**MNA Excellence in Nursing Practice Award:** Recognizes a member who demonstrates an outstanding performance in nursing practice. This award publically acknowledges the essential contributions that nurses across all practice settings make to the health care of our society.

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

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

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

**MNA Nursing Education Award:** Recognizes a member who is a nurse educator and who has made significant contributions to professional nursing education.

**MNA Nursing Education Award: Continuing Education/Staff Development:** Recognizes a member who is a nurse educator and who has made significant contributions to continuing education or staff development.

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

**MNA Bargaining Unit Rookie Of The Year Award:** Recognizes a Labor Relations Program member who has been in the bargaining unit for five or less years and has made a significant contribution to the professional, economic and general welfare of a strong and unified bargaining unit.

**Retired MNA Member Award:** Recognizes a retired MNA member who continues to make a significant contribution to the MNA and the patient community through volunteerism and advocacy.

**MNA Mentor Award:** Recognizes an MNA member who mentors the newcomer nurse (new to nursing or new to an area of practice) through professional practice, activism, and fostering confidence.
Call for Nomination/Consent to Serve for the MNA 2013 Election

I am interested in active participation in Massachusetts Nurses Association, general elections.

MNA General Election

- President, Labor*, 1 for 2 years
- Secretary, Labor*, 1 for 2 years
- Director, Labor*, (5 for two years) [1 per Region]
- Director At-Large, General*, (3 for 2 years)
- Director At-Large, Labor*, (4 for 2 years)
- Labor Program Member*, (1 for 2 years)
- Nominations Committee, (5 for 2 years) [1 per region]
- Bylaws Committee, (5 for two years) [1 per Region]
- Congress on Nursing Practice (4 for 2 years)
- Congress on Health Policy (4 for 2 years)
- Congress on Health & Safety (4 for 2 years)
- Center for Nursing Ethics & Human Rights (2 for 2 years)
- At-Large Position in Regional Council (2-year term; 2 per Region)

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

Please type or print - Do not abbreviate

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

Work Title ______________________________  Employer _______________________________________

MNA Membership Number ________________________________________  MNA Region ______________

Address _________________________________________________________________________________

City ____________________________________  State_____________  Zip __________________________

Home Phone ____________________________  Work Phone _____________________________________

Educational Preparation

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

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Candidates may submit an emailed statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be as a delegate and in particular to the position which you seek. This statement will be used in the candidate biography and published on the Massachusetts Nurses Association website. Statements, if used, must be emailed to mnaelections@mnarn.org., subject: elections.

__________________________
Signature of Member

__________________________
Signature of Nominator (leave blank if self-nomination)

Received Deadline: All nominations/consent forms must be received by 4:30 p.m. on May 31, 2013

- Material must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee
- Acknowledgment of receipt of your submission will be emailed to your MNA webmail account within 48 hours of receipt
- Retain a copy of this form for your records.
- Form also available on MNA Web site: www.massnurses.org, under applications and forms

Return To:  Nominations and Elections Committee
Massachusetts Nurses Association
340 Turnpike Street, Canton, MA 02021
fax: 781-821-4445/ email: mnaelections@mnarn.org
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 employee 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.

Under Section 8(a)(3), payment of membership dues or an agency fee can lawfully be made as 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 MassNurse. If an employee wishes to object to MNA’s designation of chargeable expenses, he or she must do so within 30 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 30 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 30-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.
## Low Mortgage Rates

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<tr>
<td>30 Year Fixed</td>
<td>3.500%</td>
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<td>5/1 Arm</td>
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## Mortgage Discounts

- Reduced closing costs ($275)
- Discounts on points incurred (1/8 point)
- Discounts on title insurance
- FREE pre-approvals and credit analysis
- No points / No closing cost programs
- Local based lender
- Low mortgage rates

## MNA Members and direct family - EXCLUSIVE BENEFITS PROGRAM!

**CALL:** 877-662-6623  
**EMAIL:** mna@mnalend.com
2013 MNF scholarships available

New Deadline This Year: May 1, 2013

- Rosemary Smith Memorial Scholarship for MNA member seeking advanced degree in nursing, labor studies or public health policy ($1,500)
- School Nurse Scholarship for MNA member enrolled in an accredited program related to school health issues ($1,500)
- Unit 7 Scholarship for RN pursuing higher education ($1,000)
- Unit 7 Scholarship for health care professional pursuing higher education ($1,000)
- Regional Council 5 Scholarship for MNA member’s child pursuing higher education (other than nursing) (5 available) ($2,000)
- Regional Council 5 Scholarship for MNA member’s child pursuing a nursing degree (5 available) ($2,000)
- Regional Council 5 Scholarship to MNA member’s spouse/significant other pursuing nursing degree ($1,000)
- Regional Council 4 Scholarship for MNA member pursuing nursing degree/higher education (5 available) ($1,500)
- Regional Council 3 Scholarship for MNA member pursuing BSN (3 available) ($1,500)
- Regional Council 3 Scholarship for MNA member pursuing MSN/PhD (3 available) ($1,500)
- Regional Council 3 Scholarship for MNA member’s child pursuing BSN (4 available) ($1,000)
- Regional Council 2 Scholarship for MNA member pursuing nursing degree/higher education (3 available) ($1,000)
- Regional Council 2 Scholarship for MNA member’s child pursuing nursing degree (5 available) ($1,000)
- Regional Council 1 Scholarship for MNA member’s child pursuing advanced degree in nursing or labor ($1,000)
- Carol Vigeant Scholarship for entry level nursing student in Worcester area ($2,000)
- Kate Maker Scholarship for entry level nursing student in Worcester area ($2,500)
- Janet Dunphy – MNA Regional Council 5 Scholarship for member pursuing baccalaureate degree (5 available) ($2,000)
- Janet Dunphy - MNA Regional Council 5 Scholarship for member pursuing master’s degree (3 available) ($2,000)
- Janet Dunphy – MNA Regional Council 5 Scholarship for member pursuing doctoral degree (2 available) ($2,000)
- Regional Council 1 Scholarship for MNA member’s child pursuing nursing degree ($1,000)
- Annual Faulkner Hospital School of Nursing Alumnae Scholarship (2 available) ($1,000)
  1. An entry level scholarship for students pursuing an AD or BS degree. Preference will be given to lineal descendants of alumnae of FHSON; second preference will be to all other entry level students.
  2. The Connie Moore Award is for RNs pursuing a BSN or MSN degree. First priority will be given to FHSON alumnae, then to lineal descendants, then to all other RNs.

Printable applications with instructions and eligibility requirements are available at www.massnurses.org. To have an application mailed, call the MNF voice mail at 781-830-5745.
$2,899*

Join this wonderful 9-day/7-night tour featuring Florence, Venice and Rome with tours included in each city as well as the beautiful Tuscan cities of Siena, San Gimignano and Assisi. The tour will include four nights in the beautiful Spa town of Montecatini (just outside of Florence). From Montecatini, we will have day trips to Florence, Venice, Siena and San Gimignano. On the day we visit Rome, we will visit the city of Assisi. The remaining three nights will be in Rome where we will have full day sightseeing tour of the Coloseum, the Parthenon, the Spanish Steps, the Trevi Fountain and much more. On the other day in Rome, we will include a tour of Vatican City. This trip includes round trip air, transfers to and from the hotel and all daily tours. Breakfast and dinner (with complimentary wine and mineral water) daily and five lunches are included. Don’t miss this grand, all inclusive tour of Italy’s key historic cities.

Germany with Oktoberfest and Austrian Lakes:
September 13 – 21, 2013 $2,499*

Join this 9 day, 7 night trip to Germany and Austria in the beautiful autumn season. The hotel is located in the historic city of Innsbruck, Austria. On the tours we will discover the beauty of Lake Konigsee, Eagles Nest and Garmish Partenkerchen (home of the Passion Play, Oberammergau). In Munich, we will enjoy a panorama tour and attend the world famous Munich Oktoberfest. While in Bavaria, we will visit the fairytale castle of Neuschwanstein. This trip includes round trip air, transfers to and from the hotel and daily tours. Breakfast and dinner daily are included as well as one lunch. Don’t miss this grand tour of this beautiful region at its most picturesque time of year.

Italian and French Rivieras - featuring San Remo,
Italy: September 20-28, 2013 $2649*

Join this 9 day, 7 night tour to the beautiful Mediterranean Riviera, both French and Italian side. We will use the picturesque town of San Remo, Italy as our home base at a 4 star hotel. From San Remo, we will day trip to Nice & Cannes, Monaco & Menton, Genoa & Portofino, Piedmont and Torino as well as many of the spectacular towns of Cinque Terre. This tour will highlight the magnificent countryside of the region and the beautiful coastal towns. Prices include round trip air, transfers to and from the hotel and daily excursion tours. Breakfast and dinner (with complimentary wine and mineral water) are included as well as one lunch. You will not want to miss this tour of the stunningly beautiful area of the French and Italian Riviera.

Trips include air, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast, reserve early. *Prices listed are per person, double occupancy based on check purchase. Applicable departure taxes are included in the listed prices (subject to change). Credit card purchase price is lightly higher than listed price.

For more information on these great vacation and to be placed in a database to receive yearly flyers, Contact Carol Mallia at cmallia@mnarn.org with your mailing address.