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nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

VOL. 85 No. 2



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Message From The MNA Board Of Directors Regarding Proposed Bylaw Changes

As part of the work of the MNA Board of Directors, we review on an ongoing basis what is working well and what is not working in our effort to fulfill the mission of the organization. Part of that review includes looking at our by-laws, which sets up the structure of our organization. Over the years, we have tried various approaches on how we organize the MNA and this year there are two aspects of how we organize the MNA that we believe could be improved. Specifically, we are looking at whether or not we need to continue with the practice of holding full elections every year and whether or not we need elections for seats on the MNA's various congresses.

In terms of the first item, annual full elections, the MNA takes very seriously its commitment to union democracy. A stalwart principle of union democracy certainly is the ability of the members to elect leaders of their choosing. In our case, we have the Board of Directors elections on an annual basis in which half of the Board is up for election every year. There is no question. The ability of the membership to change half of the Board on an annual basis certainly puts power in the hands of the membership — and desirably so. Yet, the experience has been that our members seem to suffer from election fatigue, with fewer challenged elections and difficulty in recruiting new leaders, who may be reluctant to run for office because they find the prospect of an election intimidating.

On an annual basis the MNA spends approximately \$37,000 to run the election, with very little in terms of election candidates, and where the annual process has not yielded the type of involvement and engagement of a new generation of leadership — goals that are desirable for any union. The election is handled by an outside agency that specializes in union elections in order to ensure we are in compliance with state and federal labor laws. These regulations require the election to be handled in a very specific manner and, as a result, cer-

tain costs are unavoidable. In light of this, the Board seeks to change the bylaws election terms of the Board members to three-year terms from the current two-year staggered terms. This would mean we would have elections two out of every three years with those terms staggered as well. While this is not an enormous change, it seeks to balance the power of the membership to determine and change the Board as it sees fit, while at the same time allowing new members to acclimate to the Board and encourage them to recruit others to be involved by providing a three-year term versus a two-year term. From a financial standpoint, again, it is not an enormous change but would result in a reduction in the budget every third year of \$37,000 allowing these monies to be redirected to other efforts on behalf of our members.

The second item is somewhat related to the first: elections to the Congresses. The Congresses were a creation of a consultant-lead effort by the pre-ANA disaffiliation leadership. It was designed to create structural groups for major areas of policy input for the MNA including groups on nursing, legislative health policy, and health and safety. The Health and Safety Congress was not originally part of the consultants' recommendations, but was directly added by initiative of the member leaders to ensure more focused efforts by the MNA to combat increasing health and safety issues in the workplace. As with the Board of Directors, participation in the Congresses was through election to those seats.

While the role and value of the work of these congresses is clear and important, the Board questions the need for those who wish to participate in these bodies to be subject to the election process.

More often than not, few members run for the congress seats and there are many vacancies, which is not desirable given the great work the congresses do in shaping and moving the MNA's efforts for the members. When

asking nurses why they do not run for these seats, most seem intimidated by the aspect of an election. So given the lack of candidates, the Board has been appointing nurses who have an interest in serving on these congresses and it now seeks, through these proposed bylaw changes, to eliminate the election component and simply allow the Board to appoint members who have an interest and willingness to provide their time and expertise to this important work. In doing so, we hope that more members will be involved given that there are so many who are incredibly knowledgeable and who have so much expertise to offer.

We will continue to evaluate the structure and bylaws of the MNA as the environment around us evolves and we hope, with the members' input, to continue to adapt the bylaws and structure to meet the needs and efforts of the members in making the MNA an even more powerful union and professional association.

We look forward to hearing your thoughts, questions, and debates at the upcoming convention where all members are welcome. To adopt a bylaw change a two-thirds vote of those in attendance is required. In the final analysis, the goal is to see active participation by MNA members who have a broad spectrum of expertise. We encourage you to contact the MNA and fill out a consent-to-serve form letting us know about your areas of interest and your willingness to be actively involved. The more active our membership, the stronger the MNA becomes for all our members. There is no cost to attend the business meeting; you need only be a member in good standing and a willing participant in union democracy. Hope to see you in Hyannis on October 8!

Sincerely,

Your MNA Board of Directors

the Massachusetts
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Important Information about New Regulations on the ICU Staffing Law and the Impact on ICU Nurses in Providing Care to Patients

The Health Policy Commission has approved final regulations underpinning the ICU Safe Patient Limits Law, which was enacted last year to ensure patients in Mass. hospital ICUs receive one-on-one care from their registered nurse, while allowing a nurse to take a second patient if and when it is deemed safe to do so. While the law is now in effect, the regulations established a staggered process for hospitals to follow in developing a tool nurses can use, known as an acuity tool, to assist them in determining when patients are stable enough to allow a two-patient assignment. Under the regulations, each hospital that is an academic medical center shall complete its acuity tool for NICUs by January 31, 2017, and for all other types of ICUs by March 31, 2016. The six academic medical centers include: Beth Israel Deaconess Medical Center, Boston Medical Center, Brigham and Women's Hospital, Massachusetts General Hospital, Tufts Medical Center and UMass Memorial Medical Center. All other hospitals must complete their acuity tools no later than January 31, 2017.

Unfortunately, the Massachusetts Hospital Association, in direct violation of the law and the explicit direction of the Health Policy Commission and the Department of Public Health, is claiming that the law is not in effect until the acuity tool process is complete, and many hospitals are adopting the MHA's illegal position. To aide nurses in complying with the law and to protect their license which obligates nurses to follow the law regardless of the actions of their employer, we have provided the following guidelines for nurses to ensure the safety of their patients:

- **No matter what your managers or administrators tell you, the law IS in effect, and has been since September 28, 2014.** Your license to practice nursing in the Commonwealth obligates you to follow this law and you can be held personally accountable for anything untoward that happens to your patients while you are working outside the dictates of the law.
- The law and the regulations apply to ALL acute care hospitals in the state both public and private and to ALL manner of ICUs as defined by the Department of Public Health, including NICUs, PICUs, CCUs, SICUs, MICUs, Burn Units, etc.
- The law requires that a staff nurse be assigned one patient at a time, with the option of accepting a second patient only if the nurse has assessed that BOTH patients are stable enough, and the nurse has the skill and resources, to allow a two patient assignment.
- If and when a DPH-certified acuity tool is available, the staff nurse must use the acuity tool to aid them in making their assessments. However, until the tool for your facility is developed and certified by DPH, the law dictates that it is the assessment of the staff nurses on the unit who have the authority to determine both the stability of the patients on the unit and the appropriate patient assignments for the nurses on the unit. If you don't feel safe taking a second patient, it is your right to refuse that assignment.
- The only time a nurse manager can be involved in decisions regarding patient assignments is when the staff nurses on the unit cannot agree on appropriate assignment. Then and only then can a nurse manager or supervisor be called in to assist the nurses in determining the assignment of patients on the unit.

- There are no exceptions to the law requiring that a nurse shall be assigned a 1:1 or 1:2 patient assignment. *“Notwithstanding any general or special law to the contrary, in all intensive care units the patient assignment for the registered nurse shall be 1:1 or 1:2 depending on the stability of the patient as assessed by the acuity tool and by the staff nurses in the unit.”* At no time does the law or the regulations allow a nurse to accept a third patient – **never**. This includes nurses’ who may be asked to assume the assignment for other nurses taking breaks and when nurses are transporting patients off the unit.
- At no time can hospitals board non ICU patients on the unit to allow a two or three patient assignment. Any patient on the ICU is subject to the law and the patient assignment is subject to assessment of the nurses on that unit.
- In documenting your assessment of the patient, we encourage nurses to include the patient assignment needs assessment (whether a 1:1 or 1:2 assignment is called for) in your nursing documentation. However, should management refuse to follow your assessment, you should immediately follow the steps below and if necessary, fill out and submit the Violation of the ICU Law form.
- If you and/or your colleagues assess your patients and believe a proposed patient assignment is in violation of the law, contact a manager or supervisor to inform them of the violation and request the staff and/or other resources necessary to comply with the law.
- If the manager or supervisor is unwilling/unable to provide adequate staffing and/or resources to prevent a violation, or if they persist in overruling your patient assessment and force you to accept more patients, you must under your license make a decision to refuse the assignment if you believe it is unsafe or if you choose to take the assignment (you are responsible for the outcomes) you should inform management that you will report the violation to the State’s Health Policy Commission, the Department of Public Health, and the office of the Attorney General.
- Fill out the Violation of the ICU Law form (which is available at the case sensitive website link: svy.mk/1KV5AwU). Copies of the form should also be available on your unit or can be obtained from your union rep. The MNA will file this complaint with the Health Policy Commission, the Department of Public Health, and the office of the Attorney General or take other legal actions as appropriate.

ICU Staff Nurse Participation in the Development of an Acuity Tool

- Under the law and new regulations, each hospital is required to include front-line ICU staff nurses on a committee to help develop the acuity tool or tools (i.e. if different tools are needed for adult, NICUs, PICUs) for each unit in each hospital. In fact, the regulations specify that each acuity tool committee at a hospital must be composed of “at least 50 percent staff nurses in the ICU in which the acuity tool will be deployed who are not managers.”
- The MNA has informed management at each hospital where the nurses are represented by MNA that the local union will be working with its members to identify and support ICU nurses who wish to participate on the committee creating the acuity tool for their hospital. The work of the committee does not negate any additional obligations the employer has including, but not limited to, bargaining and providing any and all information necessary to appropriately represent members of the bargaining unit. If you are interested in joining such a committee, contact your union rep.

Proposed MNA Bylaw Amendments

The MNA Bylaws Committee proposes the following bylaw amendments for discussion at MNA's Convention on October 8, 2015. Members should review these prior to the discussion and vote scheduled to take place during the Annual Business Meeting at the Convention on October 8, 2015 at The Resort & Conference Center at Hyannis, in Hyannis, Massachusetts.

Please Note:

- Language in red type, struck through, is language to be stricken from the original bylaw language.
- Language in red type and underlined is language to be substituted for or added to the original bylaw language.
- Language in black type is original bylaw language which remains unchanged.

I. AMENDMENTS RELATED TO MNA ELECTIONS Proposed by the MNA Board of Directors

I. – A. ARTICLE V – Board of Directors

ARTICLE V Board of Directors

Section 3: Term of Office

- Officers and directors are declared elected ~~at the annual at the end of the annual~~ business meeting of the MNA or 30 days after the election results have been certified, whichever is sooner; ~~they commence their term of office at the adjournment of that meeting,~~ and hold office for ~~two~~ three years or until successors are declared elected.
- A member who has served more than a half a term in any office shall be deemed to have served that term.
- In case of a vacancy in the office of President, the Vice President shall become President. The Board of Directors shall fill vacancies in the office of Vice President, Secretary and Treasurer by appointment. The Board of Directors shall fill all other vacancies for the unexpired term by appointment, according to the next highest number of votes for that position in the most recent election when applicable.
- The non-voting member representing each of the Congresses shall be selected by those respective groups and affirmed by the Board of Directors, and shall hold office for no more than two consecutive terms for each respective group.

I. – B. ARTICLE VII – Elections

ARTICLE VII Elections

Section 1: Schedule of elections.

Beginning 2016, the terms of office for all elected positions will be three years. The election cycle for MNA's general election will

consist of two consecutive years where elections involving the individual offices grouped as group A and B will be conducted, followed by a null year where no general elections are held. The new election cycle will begin in 2016 with the election of Group B.

- Group A: The President, Collective Bargaining Unit member; Secretary, Collective Bargaining Unit member; Director from each region, Collective Bargaining Unit member; four At-Large Directors, Collective Bargaining Unit members; three At-Large Directors, General; one Collective Bargaining Unit member who is a non-RN health care Professional; five members of the Nominations and Elections Committee representing each region; five members of the Bylaws Committee; five members of each Congress and two members of the Center for Ethics and Human Rights shall be elected in the odd year, in the year immediately following the election of members in Group B.
- Group B: The Vice President, Collective Bargaining Unit member; the Treasurer, Collective Bargaining Unit member; a Director from each region, Collective Bargaining Unit member; three At-Large Directors, Collective Bargaining Unit members; four At-Large Directors, General; five members of the Committee on Nominations and Elections representing each region; five members of the Bylaws Committee; four members of each Congress and two members of the Center for Ethics and Human Rights shall be elected in the even year in the year following null year with no general election.
- Two At-large Regional Council members shall be elected by the Regional Council membership in MNA's general election, two in the even years for two year terms and two in the odd years for two year terms, during each year where elections take place in MNA's general election cycle.
- Members shall be considered eligible to hold for only one elective office in MNA at any one time, though they may run for more than one office.

I. – C. ARTICLE III – Regional Councils

ARTICLE III Regional Councils

Section 5: Governance

- At-large members shall be elected by the Regional Council's membership in MNA's general election. Two at-large members shall be elected in MNA's general election, during each year where elections take place in the election cycle, the even years for two year terms and two at-large members shall be elected in the odd years for two year terms.

IMPACT STATEMENT

Changing the election cycle from two (2) to three (3) years, results in a year without elections. This would enable elected officers to have more time to focus on the work of the organization, and address ongoing goals. It would also provide a cost saving of approximately \$36,000, the annual cost of an election.

If adopted will read:

I. – A. ARTICLE V – Board of Directors

ARTICLE V
Board of Directors

Section 3: Term of Office

- a. Officers and directors are declared elected at the end of the annual business meeting of the MNA or 30 days after the election results have been certified, whichever is sooner and hold office for three years or until successors are declared elected.
- b. A member who has served more than a half a term in any office shall be deemed to have served that term.
- c. In case of a vacancy in the office of President, the Vice President shall become President. The Board of Directors shall fill vacancies in the office of Vice President, Secretary and Treasurer by appointment. The Board of Directors shall fill all other vacancies for the unexpired term by appointment.
- d. The non-voting member representing each of the Congresses shall be selected by those respective groups and affirmed by the Board of Directors.

I. – B. ARTICLE VII – Elections

ARTICLE VII
Elections

Section 1: Schedule of elections.

- Beginning 2016, the terms of office for all elected positions will be three years. The election cycle for MNA's general election will consist of two consecutive years where elections involving the individual offices grouped as group A and B will be conducted, followed by a null year where no general elections are held. The new election cycle will begin in 2016 with the election of Group B.
- a. Group A: The President, Collective Bargaining Unit member; Secretary, Collective Bargaining Unit member; Director from each region, Collective Bargaining Unit member; four At-Large Directors, Collective Bargaining Unit members; three At-Large Directors, General; one Collective Bargaining Unit member who is a non-RN health care Professional; five members of the Nominations and Elections Committee representing each region; five members of the Bylaws Committee; five members of each Congress and two members of the Center for Ethics and Human Rights shall be elected in the year immediately following the election of members in Group B.
 - b. Group B: The Vice President, Collective Bargaining Unit member; the Treasurer, Collective Bargaining Unit member; a Director from each region, Collective Bargaining Unit member; three At-Large Directors, Collective Bargaining Unit members; four At-Large Directors, General; five members of the Committee on Nominations and Elections representing each region; five members of the Bylaws Committee; four members of each Congress and two members of the Center for Ethics and Human Rights shall be elected in the year following null year with no general election.
 - c. Two At-large Regional Council members shall be elected by the Regional Council membership in MNA's general election during each year where elections take place in MNA's general election cycle.

- d. Members shall be considered eligible to hold only one elective office in MNA at any one time, though they may run for more than one office.

I. – C. ARTICLE III – Regional Councils

ARTICLE III
Regional Councils

Section 5: Governance

- b. At-large members shall be elected by the Regional Council's membership in MNA's general election. Two at-large members shall be elected in MNA's general election, during each year where elections take place in the election cycle.

**II. AMENDMENTS RELATED TO MNA STANDING COMMITTEES, CONGRESSES, TASK FORCES, AND CENTER FOR ETHICS AND HUMAN RIGHTS
Proposed by the MNA Board of Directors**

II. – A.1. ARTICLE VI – Standing Committees

ARTICLE VI
Standing Committees

Section 1: Definition

There shall be Standing Committees on ~~Additions Nursing, Awards, Bylaws, Diversity, Education,~~ Finance, and Nominations and Elections.

Section 2: Composition

- a. A standing committee shall be composed of ten members with representation from each region. ~~In addition, a maximum of two Associate Members who shall have voice but not vote may be appointed, as appropriate, by the Board of Directors. Members shall be appointed by the President with the approval of the Board of Directors with the exception of the Nominations and Elections Committee and the Bylaws Committee which shall be elected by the membership.~~
- b. The Finance Committee shall consist of five members of the Board of Directors, four of whom shall be from the Collective Bargaining Unit positions, one of whom shall be the Treasurer, who shall act as chair, and five MNA members-at-large, three of whom shall be from the Collective Bargaining Units. ~~Members shall be appointed by the President with the approval of the Board of Directors.~~
- c. The Committee on Nominations and Elections ~~and the Bylaws Committee~~ shall each consist of ten members, five of whom shall be elected annually by the membership, with representation from each region.

Section 3: Term of Office

- a. Members of Standing Committees shall serve a ~~three~~two-year term and shall serve until their successors are appointed. ~~No member of the Standing Committee may serve more than two consecutive terms on any one Standing Committee with the exception of the Nominations and Elections Committee whose members may serve only one term.~~

Section 4: Accountability

- a. The Bylaws Committee and Nominations and Elections Committee shall be accountable to the membership unless otherwise provided herein.
- b. ~~The Finance Committee~~~~All other Standing Committees~~ shall be accountable to the Board of Directors.

Section 5: Responsibilities

a. ~~The Addictions Nursing Committee shall:~~

- ~~(1) Implement and direct a statewide peer assistance program for nurses with chemical dependence. This will include education and consultation with nurse managers, employee assistance coordinators and individual nurses.~~
- ~~(2) Select, screen and orient peer assistants from all geographic areas of Massachusetts who will provide telephone contact to the nurse requesting support and guidance with the overall goal being to facilitate the recovery process.~~

b. ~~The Awards Committee shall:~~

- ~~(1) Recommend award categories to the Board of Directors.~~
- ~~(2) Develop criteria for each award category, to be approved by the Board of Directors.~~
- ~~(3) Develop and implement strategies to promote nominations for MNA Awards.~~
- ~~(4) Review nominations and select recipients for MNA awards, to be submitted for approval by the Board of Directors.~~

ea. The Bylaws Committee shall:

- (1) Recommend to the Board of Directors for adoption the policies, procedures and timeline for submission of proposed amendments to the Bylaws.
- (2) Receive or initiate proposed amendments to the Bylaws of the MNA from regional councils, the Board of Directors and structural units of the MNA.
- (3) Report its recommendations to the Board of Directors and the Voting Body at the annual business meeting and any special business meeting at which the membership will vote on any proposed bylaw amendment or amendments.
- (4) Review all policies for congruency with existing Bylaws.

eb. The Nominations and Elections Committee shall:

- (1) Publish a list of incumbent officers and members of the Board of Directors and Congresses, with their respective regions and a statement as to which are eligible for re-election.
- (2) Establish and publicize the deadline for submission of nominations and consent-to-serve form.
- (3) Actively solicit and receive nominations from all Regional Councils, Congresses, Standing Committees and individual members in good standing. All nominations must be accompanied by a written consent-to-serve form.
- (4) Prepare a slate that shall be geographically representative of the state with one or more candidates for each office.
- (5) Report to the Board of Directors the slate of candidates to be elected to each office. Included in the slate shall be candidates for the officers, members of the Board of Directors, Bylaws Committee, Center for Ethics and Human Rights, Congresses and Nominations and Elections Committee.
- (6) Publicize the proposed slate in THE MASSACHUSETTS NURSE together with instructions for additional

nominations at least four months prior to the MNA annual business meeting.

- (7) Establish a deadline by which individual members may submit additional nominations accompanied by a consent-to-serve form.

~~(8) Prepare the final ballot including the Committee's preliminary slate and the additional nominations as prescribed in Section 5:d.(7).~~

~~(89) Prepare and Present~~ the final ballot to the MNA Board of Directors for their information before distribution to the membership.

~~(409)~~ Mail the final ballot to the membership at least 30 days prior to the first day of the annual business meeting including biographical information on each nominee and a deadline for return on the ballot.

~~(4110)~~ Implement the policies and procedure for elections established by the Board of Directors.

~~(4211)~~ Determine the elected candidates as follows:

- (a) A plurality vote shall constitute an election for each office. The candidate receiving the largest number of votes shall be declared elected. In the case of a tie, the election shall be determined by lot.

~~(4312)~~ Announce the results of the elections at the MNA annual business meeting and publish the results in THE MASSACHUSETTS NURSE following the convention.

~~(4413)~~ Preserve all ballots and other records of the election for one year.

ec. The Finance Committee shall:

- (1) Prepare a budget for the year and submit it to the Board of Directors for approval.
- (2) Advise the Board as to income, investment and expenditure of funds.
- (3) Present a report to the Voting Body at the annual business meeting.

~~f. The Diversity Committee shall:~~

~~(1) Propose affirmative action guidelines to the Board of Directors which seek to increase:~~

- ~~(a) Diversity of the membership and staff of the Association.~~

~~(b) Minority representation on the Board of Directors, and on all structural units of the Association.~~

~~(2) Monitor implementation of the Affirmative Action Guidelines and Diversity Policies that have been approved by the Board of Directors.~~

~~(3) Collaborate with MNA and its structural units to increase diverse participation, representation, and leadership in elected, appointed and volunteer positions of the Association.~~

~~(4) Promote cultural sensitivity and cultural competence of the membership and staff of the Association.~~

g. The Education Committee shall:

~~(1) Serve as a permanent resource to MNA by providing a statewide forum to monitor trends and issues in nursing and health care as they relate to education.~~

~~(2) Develop strategies to support competence and professional growth of nurses.~~

~~(3) Monitor a program of continuing education for nurses in the Commonwealth.~~

II. – A.2. ARTICLE VIII – Congresses

ARTICLE VIII Congresses ~~Congresses and Centers~~

Section 1: Definition

~~A congress is an organized, deliberative body which focuses on long-range policy development essential to the mission of the association.~~

Section 2: Designation

~~There shall be a Congress on Nursing Practice, a Congress on Health Policy and Legislation and a Congress on Health and Safety.~~

Section 3: Composition

- ~~a. The Congress on Nursing Practice, the Congress on Health Policy and Legislation and the Congress on Health and Safety shall be composed of nine members. Four members shall be elected in the even years and five members shall be elected in the odd years. Provide: This revision will commence in the 2009 election.~~
- ~~b. In addition, a maximum of two Associate Members who shall have voice but not vote may be appointed, as appropriate, by the Board of Directors.~~

Section 1: Definition

Congresses and Centers are organized, deliberative bodies which focus on long-range policy development essential to the mission of the association.

Section 2: Designation

There shall be a Congress on Nursing Practice, a Congress on Health Policy and Legislation, a Congress on Health and Safety and a Center on Ethics and Human Rights.

Section 3: Composition

- a. Composition of Congresses and Centers shall be determined by the Board of Directors and shall consist of sufficient members with interest and/or expertise to carry out the designated purpose of the congress and/or center. The Chairperson shall be selected by each congress and/or center.
- b. In addition, Associate Members participating on congresses and/or centers shall have a voice but no vote.

Section 4: Term of Office

Members may serve so long as the purpose of the Congress or Center is to be completed or until their successors have been appointed.
~~Election of congress members shall be for a two year term or until their successors have been appointed or elected. Congress members are not eligible to serve more than two consecutive terms on the same congress.~~

Section 5: Accountability

Congresses and Centers are accountable to the Board of Directors and shall act in accordance with general policy and bylaws of MNA.

Section 6: Responsibilities

Congresses and Centers shall develop internal procedures appropriate to their designated purpose and consistent with the policies specified by the Board of Directors. Congresses

and Centers shall submit a report annually in writing to the Board of Directors.

The individual Congresses shall have the following responsibilities:

- a. The Congress on Nursing Practice: Identify practice and issues impacting the nursing community which need to be addressed through education, research, policy, legislation and/or position statements.
- b. The Congress on Health Policy and Legislation: Develop policies for the implementation of a program of governmental affairs appropriate to the MNA's involvement in legislative and regulatory matters influencing nursing practice, health and safety and health care in the Commonwealth.
- c. The Congress on Health and Safety: Will identify issues and develop strategies to effectively deal with the health and safety issues of the nurses and health care workers

Section 7: Privileges

- a. Representation by one non-voting member, who is not a member of another union, selected by each Congress in accordance with Article V, Section 2.e. to a seat on the Board of Directors. Provide: Any present member in a representative seat and holding membership in another union shall be grandfathered for the duration of the term of that position.

II. – A.3. ARTICLE IX – Task Forces

ARTICLE IX ~~Task Forces~~ Committees and Task Forces

Section 1: Definition

Committees and Task Forces ~~A task force and is are a~~ groups established for a specific limited purposeful activity designated by the membership at any annual business meeting or by the Board of Directors, or a congress, or standing committee.

Section 2: Composition

The Composition of Committees and Task Forces ~~a task force~~ shall be designated at the time of its establishment and shall consist of sufficient members with interest and/or expertise to carry out the designated purpose. The Chairperson shall be selected by the designating group.

Section 3: Term of Office

Committee and Task Force members ~~may shall~~ serve so long as the purpose of the group Task Force is to be completed or until their successors have been appointed. Committees and Task Forces shall be dissolved when and if their task is completed.

Section 4: Accountability

Committees and Task Forces shall be accountable to the Board of Directors and their designating group.

Section 5: Responsibilities

Committees and Task Forces shall develop internal procedures appropriate to their designated purpose; and, annually, and or at the completion of their task, shall submit a report in writing to the Board of Directors and designating group.

II. – A.4. ARTICLE X – Center for Ethics and Human Rights

ARTICLE X
Center for Ethics and Human Rights

Section 1: Definition

~~The Massachusetts Nurses Association’s Center for Ethics and Human Rights is an organized, deliberative body which focuses on high standards of nursing practice and advocacy for the people nursing serves. The Center serves as a resource for all Massachusetts registered nurses on issues of ethics, human rights and advocacy.~~

Section 2: Composition

~~The Center for Ethics and Human Rights shall be composed of eight members, four of whom shall be elected and four of whom shall be appointed by the MNA Board of Directors. In addition, a maximum of two Associate Members who shall have voice but not vote may be appointed, as appropriate, by the Board of Directors.~~

Section 3: Term of Office

~~Four members shall be elected to the Center, two each year. Elected members shall serve a two year term or until their successors are elected. Four members shall be appointed by the MNA Board of Directors. Appointed members shall serve a two year term or until their successors are appointed. No member shall serve more than two consecutive terms.~~

Section 4: Accountability

~~The Center is accountable to the MNA Board of Directors and shall act in accordance with committee policies approved by the MNA Board.~~

Section 5: Responsibilities

~~The Center shall focus on developing the moral competence of MNA membership through assessment, education and evaluation.~~

~~It will:~~

- ~~a. Monitor ethical issues in practice.~~
- ~~b. Review policy proposals and make recommendations to the Board of Directors.~~
- ~~c. Serve as a resource in ethics to MNA members, regional councils and the larger nursing community.~~
- ~~d. Work with MNA groups to prepare position papers, policies and documents as needed.~~
- ~~e. Establish a communication structure for nurses within Massachusetts and with other state and national organizations.~~

II. – B. ARTICLE II – Membership, Privileges, and Dues

ARTICLE II
Membership, Privileges, and Dues

Section 5: Privileges of MNA Member membership shall include full participation in the MNA and a Regional Council and the right to:

- f. Submit proposals for consideration to the Board of Directors, Congresses, Centers, and Committees, except the Bylaws Committee.

II. – C. ARTICLE V – Board of Directors

ARTICLE V
Board of Directors

Section 5: Responsibilities

- b. The Board of Directors shall
 - (13) Appoint, as appropriate, ~~no more than two~~ Associate Members who will have voice but not vote as members of any Congress, Committee, Task Force or the Center for Ethics and Human Rights.

II. – D. ARTICLE VII – Elections

ARTICLE VII
Elections

Section 1: Schedule of elections.

- a. The President, Collective Bargaining Unit member; Secretary, Collective Bargaining Unit member; Director from each region, Collective Bargaining Unit member; four At-Large Directors, Collective Bargaining Unit members; three At-Large Directors, General; one Collective Bargaining Unit member who is a non-RN health care Professional; five members of the Nominations and Elections Committee representing each region; five members of the Bylaws Committee; ~~five members of each Congress and two members of the Center for Ethics and Human rights~~ shall be elected in the odd year.
- b. The Vice President, Collective Bargaining Unit member; the Treasurer, Collective Bargaining Unit member; a Director from each region, Collective Bargaining Unit member; three At-Large Directors, Collective Bargaining Unit members; four At-Large Directors, General; five members of the Committee on Nominations and Elections representing each region; ~~and~~ five members of the Bylaws Committee; ~~four members of each Congress and two members of the Center for Ethics and Human rights~~ shall be elected in the even year.
- c. At-large Regional Council members shall be elected by the Regional Council membership in MNA’s general election, two in the even years for two-year terms and two in the odd years for two year terms.
- d. Members shall be considered eligible for only one elective office in MNA at any one time.

II. – E. ARTICLE XV – Meetings and Voting Body

ARTICLE XV
Meetings and Voting Body

Section 9: Electronic Meetings

- a. Participation in meetings of the Board of Directors, Standing Committees, Congresses, Task Forces, Centers, Committees, ~~the Center for Ethics and Human Rights~~ and Regional Councils may be via telephone or other electronic means provided all members participating can hear and speak to each other simultaneously.

IMPACT STATEMENT

Eliminating the need for members to campaign and run for office in order to sit on Congresses, Committees, Task Forces and the Center for Ethics and Human Rights, facilitates broader participation in these groups, thus strengthening the Association as it reaps the benefits of increased member participation.

If adopted will read:

II. – A.1. ARTICLE VI – Standing Committees

ARTICLE VI
Standing Committees

Section 1: Definition

There shall be Standing Committees on Bylaws, Finance, and Nominations and Elections.

Section 2: Composition

- a. A standing committee shall be composed of ten members with representation from each region.
- b. The Finance Committee shall consist of five members of the Board of Directors, four of whom shall be from the Collective Bargaining Unit positions, one of whom shall be the Treasurer, who shall act as chair, and five MNA members-at-large, three of whom shall be from the Collective Bargaining Units. Members shall be appointed by the President with the approval of the Board of Directors.
- c. The Committee on Nominations and Elections and the Bylaws Committee shall each consist of ten members, five of whom shall be elected annually by the membership, with representation from each region.

Section 3: Term of Office

- a. Members of Standing Committees shall serve a three-year term and shall serve until their successors are appointed.

Section 4: Accountability

- a. The Bylaws Committee and Nominations and Elections Committee shall be accountable to the membership unless otherwise provided herein.
- b. The Finance Committee shall be accountable to the Board of Directors.

Section 5: Responsibilities

- a. The Bylaws Committee shall:
 - (1) Recommend to the Board of Directors for adoption the policies, procedures and timeline for submission of proposed amendments to the Bylaws.
 - (2) Receive or initiate proposed amendments to the Bylaws of the MNA from regional councils, the Board of Directors and structural units of the MNA.
 - (3) Report its recommendations to the Board of Directors and the Voting Body at the annual business meeting and any special business meeting at which the membership will vote on any proposed bylaw amendment or amendments.
 - (4) Review all policies for congruency with existing Bylaws.
- b. The Nominations and Elections Committee shall:
 - (1) Publish a list of incumbent officers and members of the Board of Directors and Congresses, with their respective regions and a statement as to which are eligible for re-election.
 - (2) Establish and publicize the deadline for submission of nominations and consent-to-serve form.
 - (3) Actively solicit and receive nominations from all Regional Councils, Congresses, Standing Committees and individual members in good standing. All nominations must be accompanied by a written consent-to-serve form.

- (4) Prepare a slate that shall be geographically representative of the state with one or more candidates for each office.
 - (5) Report to the Board of Directors the slate of candidates to be elected to each office. Included in the slate shall be candidates for the officers, members of the Board of Directors, Bylaws Committee, and Nominations and Elections Committee.
 - (6) Publicize the proposed slate together with instructions for additional nominations at least four months prior to the MNA annual business meeting.
 - (7) Establish a deadline by which individual members may submit additional nominations accompanied by a consent-to-serve form.
 - (8) Prepare and present the final ballot to the MNA Board of Directors for their information before distribution to the membership.
 - (9) Mail the final ballot to the membership at least 30 days prior to the first day of the annual business meeting including biographical information on each nominee and a deadline for return on the ballot.
 - (10) Implement the policies and procedure for elections established by the Board of Directors.
 - (11) Determine the elected candidates as follows:
 - (a) A plurality vote shall constitute an election for each office. The candidate receiving the largest number of votes shall be declared elected. In the case of a tie, the election shall be determined by lot.
 - (12) Announce the results of the elections at the MNA annual business meeting and publish the results .
 - (13) Preserve all ballots and other records of the election for one year.
- c. The Finance Committee shall:
- (1) Prepare a budget for the year and submit it to the Board of Directors for approval.
 - (2) Advise the Board as to income, investment and expenditure of funds.
 - (3) Present a report to the Voting Body at the annual business meeting.

II. – A.2. ARTICLE VIII – Congresses and Centers

ARTICLE VIII
Congresses and Centers

Section 1: Definition

Congresses and Centers are organized, deliberative bodies which focus on long-range policy development essential to the mission of the association.

Section 2: Designation

There shall be a Congress on Nursing Practice, a Congress on Health Policy and Legislation, a Congress on Health and Safety and a Center on Ethics and Human Rights.

Section 3: Composition

- a. Composition of Congresses and Centers shall be determined by the Board of Directors and shall consist of sufficient members with interest and/or expertise to carry out the designated purpose of the congress and/or center. The Chairperson shall be selected by each congress and/or center.

- b. In addition, Associate Members participating on congresses and/or centers shall have a voice but no vote.

Section 4: Term of Office

Members may serve so long as the purpose of the Congress or Center is to be completed or until their successors have been appointed.

Section 5: Accountability

Congresses and Centers are accountable to the Board of Directors and shall act in accordance with general policy and bylaws of MNA.

Section 6: Responsibilities

Congresses and Centers shall develop internal procedures appropriate to their designated purpose and consistent with the policies specified by the Board of Directors. Congresses and Centers shall submit a report annually in writing to the Board of Directors.

II. – A.3. ARTICLE IX – Committees and Task Forces

ARTICLE IX
Committees and Task Forces

Section 1: Definition

Committees and Task Forces are groups established for a specific limited purposeful activity designated by the membership at any annual business meeting or by the Board of Directors, or a congress.

Section 2: Composition

The composition of Committees and Task Forces shall be designated at the time of its establishment and shall consist of sufficient members with interest and/or expertise to carry out the designated purpose.

Section 3: Term of Office

Committee and Task Force members may serve so long as the purpose of the group is to be completed or until their successors have been appointed. Committees and Task Forces shall be dissolved when and if their task is completed.

Section 4: Accountability

Committees and Task Forces shall be accountable to the Board of Directors and their designating group.

Section 5: Responsibilities

Committees and Task Forces shall develop internal procedures appropriate to their designated purpose; and annually, and at the completion of their task, shall submit a report in writing to the Board of Directors and designating group.

II. – B. ARTICLE II – Membership, Privileges, and Dues

ARTICLE II
Membership, Privileges, and Dues

Section 5: Privileges of MNA Member membership shall include full participation in the MNA and a Regional Council and the right to:

- f. Submit proposals for consideration to the Board of Directors, Congresses, Centers, and Committees, except the Bylaws Committee.

II. – C. ARTICLE V – Board of Directors

ARTICLE V
Board of Directors

Section 5: Responsibilities

- b. The Board of Directors shall
 - (13) Appoint, as appropriate, Associate Members who will have voice but not vote as members of any Congress, Committee, Task Force or the Center for Ethics and Human Rights.

II. – D. ARTICLE VII – Elections

ARTICLE VII
Elections

Section 1: Schedule of elections.

- a. The President, Collective Bargaining Unit member; Secretary, Collective Bargaining Unit member; Director from each region, Collective Bargaining Unit member; four At-Large Directors, Collective Bargaining Unit members; three At-Large Directors, General; one Collective Bargaining Unit member who is a non-RN health care Professional; five members of the Nominations and Elections Committee representing each region; five members of the Bylaws Committee shall be elected in the odd year.
- b. The Vice President, Collective Bargaining Unit member; the Treasurer, Collective Bargaining Unit member; a Director from each region, Collective Bargaining Unit member; three At-Large Directors, Collective Bargaining Unit members; four At-Large Directors, General; five members of the Committee on Nominations and Elections representing each region; and five members of the Bylaws Committee shall be elected in the even year.
- c. At-large Regional Council members shall be elected by the Regional Council membership in MNA's general election, two in the even years for two-year terms and two in the odd years for two year terms.
- d. Members shall be considered eligible for only one elective office in MNA at any one time.

II. – E. ARTICLE XV – Meetings and Voting Body

ARTICLE XV
Meetings and Voting Body

Section 9: Electronic Meetings

- a. Participation in meetings of the Board of Directors, Standing Committees, Congresses, Task Forces, Centers, Committees, and Regional Councils may be via telephone or other electronic means provided all members participating can hear and speak to each other simultaneously.

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 *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 identifica-

tion 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 of Dues Increase to Members

This notice is to inform all MNA members and Agency Fee payers that per MNA dues policy the maximum and minimum rates of dues have been reviewed for adjustment. Based on this review effective July 1, 2015, the new minimum monthly dues rate will be \$66.56. The maximum monthly dues rate will be \$83.94. All associated dues categories or fees will be adjusted based on these new rates. For more information, contact the MNA's Division of Member Services at 781-821-4625 or send email to membership@mna.org.

The election is uncontested as such no secret mail ballot election is needed – the secretary will cast a single ballot in September to complete this election cycle.

Massachusetts Nurses Association

★★★★ 2015 FINAL BALLOT ★★★★★

President, Labor, (one for two years)
DONNA KELLY-WILLIAMS

Secretary, Labor, (one for two years)
ELLEN FARLEY

Director, Labor*, (five for two years),
(one per Region)

Region One
DONNA STERN

Region Two
ELLEN SMITH

Region Three

Region Four
KATHLEEN “KAY” MARSHALL

Region Five
JOAN BALLANTYNE

Director At-Large, Labor, (four for two years)

BETH AMSLER
COLLEEN WOLFE
SUSAN WRIGHT THOMAS

Director At-Large, General, (three for two years)

STEPHANIE STEVENS
PAULA RYAN
KATIE CHRISTOPHER

Labor Program Member who is a non-RN Health Care Professional (one for two years)

GLORIA BARDSLEY

Nominations Committee, (five for two years), (one per region)

Region One
Region Two
Region Three
Region Four
Region Five

Bylaws Committee, (five for two years), (one per region)

Region One
Region Two
Region Three
Region Four
Region Five

Congress on Nursing Practice, (five for two years)

Congress on Health Policy (five for two years)

TINA RUSSELL

Congress on Health and Safety (five for two years)

CYNTHIA DODGE

Center for Nursing Ethics & Human Rights (two for two years)

At-Large Position in Regional Council (two per region for two years)

Region 1
PATTY HEALEY

Region 2
GARY KELLENBERGER
KATHLYN LOGAN

Region 3
PATRICIA “KAREN” DUFFY
NICKY POWDERLY

Region 4
NORMA OUELETTE

Region 5

NENA Delegate, Labor

JOAN BALLANTYNE
MICHAEL D’INTINOSANTO
GARY KELLENBERGER
DONNA KELLY-WILLIAMS
CHERYL LAORENZA
ELLEN SMITH
BETTY SPARKS
LYNNE STARBARD
DONNA STERN

*General means an MNA member in good standing & does not have to be a member of the labor program. Labor means an MNA member in good standing who is also a labor program member. Labor Program Member means a non-RN Healthcare Professional who is a member in good standing of the labor program

Massachusetts Nurses Association **MNA** National Nurses United

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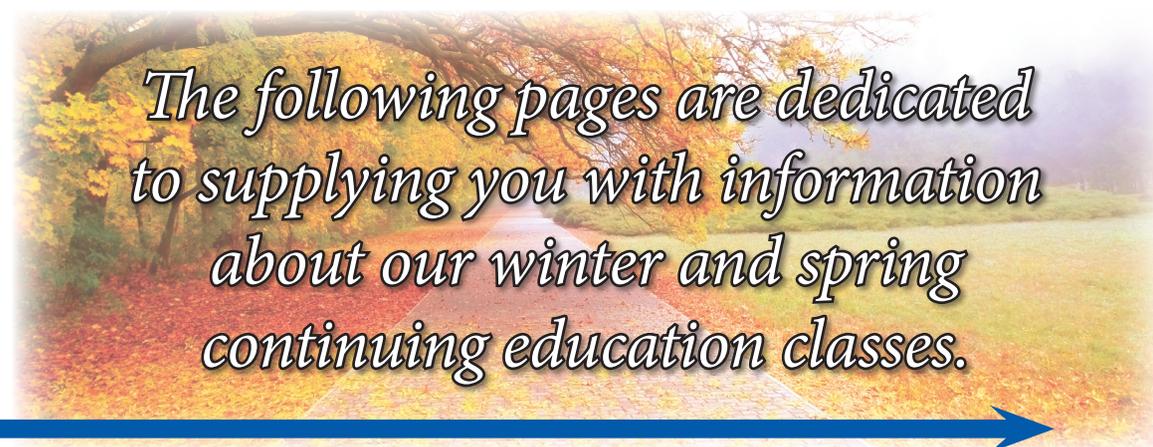
continuing education
Fall/Winter 2015

Now Available Online registration for courses offered at MNA Headquarters.
Go to www.massnurses.org.

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- Headquarters offerings p. 4-4
- Regional Registration p. 5
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MNA is proud to provide FREE continuing nursing education programs to foster professional growth for its members. Offering the programs locally to its members improves access and convenience. We hope you appreciate this service and find these courses helpful.



The following pages are dedicated to supplying you with information about our winter and spring continuing education classes.

REGION 1



Understanding Autism and Autism Spectrum Disorders: A Workshop for Nurses

Description: This program will provide information on the identification, classification, management and clinical interventions for patients with autism spectrum disorders and their families, and specifically review the role of the nurse and other healthcare providers in caring for a child with autism or other special needs.

Presenter: Sue Loring, RN

Date: October 15, 2015

Time: 5 - 5:30 p.m., Registration/Dinner
5:30 - 7:45 p.m., Program

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.

Contact hours: Will be provided.

Alzheimer's Disease and Related Dementia (ADRD) Patients: What Nurses Need to Know to Manage Their Acute Care

Description: This program will provide the nurse with an overview of Dementia/Alzheimer's and strategies to utilize when working with these patients in acute care.

Presenter: Sara Lamb Barnum, MS, RN

Date: November 12, 2015

Time: 5 - 5:30 p.m., Registration/Dinner
5:30 - 7:45 p.m., Program

Location: Hotel Northampton, 36 King Street, 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.

Contact hours: Will be provided.

Morning Session: Situation Critical: Street Drug Abuse - What Nurses Should Know

Description: This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC

Date: December 2, 2015

Time: 9 - 9:30 a.m., Registration/Continental Breakfast
9:30 a.m. - 12 p.m., Program
12 - 1 p.m., Lunch

Afternoon Session: Learn to Cope Program

Description: This program will enable the nurse to understand the current drug epidemic in Massachusetts and implications for nursing practice.

Presenter: Joanne Peterson, Executive Director, Learn to Cope

Time: 1 - 3:30 p.m., Program

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

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

Contact hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit it to the MNA Region 1 Office, 241 King Street, Suite 226, Northampton, MA 01060. For questions, please contact Region 1 at 413-584-4607 or email region1@mnarn.org.

REGION 2



Vaccines Across the Lifespan

Description: This presentation will address part of the spectrum of infectious diseases that are most prevalent in the United States and for which we have immunizations. It will include an overview of epidemiology and a review of the immune system and how it functions to take advantage of vaccines. Recommendations for vaccines across the lifespan will be addressed, as well as controversies regarding the use of vaccines.

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

Date: October 20, 2015

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 8 p.m., Program

Location: Beechwood Hotel, 363 Plantation Street, Worcester; 508-754-5789; www.beechwoodhotel.com

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

Contact hours: Will be provided.

Neurological Disorders of the Brain: What Nurses Need to Know

Description: This program will provide nurses with knowledge of neuroscience nursing. This includes neuro-assessment and interpretation, care of the patient with stroke, TIA, seizure, brain tumors and post-endovascular interventions, as well as a discussion of commonly performed neuro-imaging techniques. All content will be based on evidence, guidelines, consensus and expert opinion and best practices.

Presenter: Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRNP

Date: November 9, 2015 (**Please note: This is a Monday**)

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 8:15 p.m., Program

Location: Hilton Garden Inn, 35 Major Taylor Boulevard, Worcester; 508-753-5700; www.hiltongardeninn3.hilton.com

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

Contact hours: Will be provided.

Situation Critical: Street Drug Abuse - What Nurses Should Know

Description: This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC

Date: December 8, 2015

Time: 5:30 - 6 p.m., Business Meeting/Dinner
6 - 8:30 p.m., Program

Location: Hilton Garden Inn, 35 Major Taylor Boulevard, Worcester; 508-753-5700; www.hiltongardeninn3.hilton.com

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

Contact hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit it to the MNA Region 2 Office, 365 Shrewsbury Street, Worcester, MA 01604. For questions, please contact Region 2 at 508-756-5800 or email region2@mnarn.org.

REGION 3



Update in Diabetes

Description: This program will review pathophysiology of diabetes and current treatment options. The nurse's role in self-management, education, and support will be discussed.

Presenter: Barbara Rosato, MSN, RN/NP, ANP-BC, CDE

Date: October 15, 2015

Time: 5:30 - 6 p.m., Registration/Dinner
6 - 8:15 p.m., Program

Location: Trowbridge Tavern and Canal Club (located behind the hotel), 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.

Contact Hours: Will be provided.

Neurological Disorders of the Brain: What Nurses Need to Know

Description: This program will provide nurses with knowledge of neuroscience nursing. This includes neuro-assessment and interpretation, care of the patient with stroke, TIA, seizure, brain tumors and post-endovascular interventions as well as discussion of commonly performed neuro-imaging techniques. All content will be based on evidence, guidelines, consensus and expert opinion and best practices.

Presenter: Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRNP

Date: November 12, 2015

Time: 5:30 - 6 p.m., Registration/Dinner
6 - 8:15 p.m., Program

Location: Trowbridge Tavern and Canal Club (located behind the hotel), 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.

Contact Hours: Will be provided.

Anticoagulation: A Nurse's Perspective

Description: This session will enable the nurse to enhance clinical practice through updated knowledge of anticoagulation therapy, treatment decisions and nursing strategies for assessment and patient education.

Presenter: Barbara Rosato, MSN, RN/NP, ANP-BC, CDE

Date: December 3, 2015

Time: 5:30 - 6 p.m., Registration/Dinner
6 - 8:15 p.m., Program

Location: Trowbridge Tavern and Canal Club (located behind the hotel), 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.

Contact Hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Regional Council 3, PO Box 1363, Sandwich, MA 02563. For questions, please contact Region 3 at 508-888-5774 or email region3@mnam.org.

REGION 4



Critical and Emerging Infectious Diseases: An Update for Nurses

Description: This program will provide nurses with information regarding the nursing management of mental health issues impacting hospitalized patients in a non-psychiatric setting. Clinical presentation and nursing intervention of a variety of mental health disorders and relevant regulations, communication strategies, and assessment tools will be discussed with case study review.

Presenter: Martha Carville Patch, DNP, PMHNP-BC, CCM

Date: September 16, 2015

Time: 5 - 6 p.m., Registration/Dinner
6 - 8:15 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, 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.

Contact Hours: Will be provided.

Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?

Description: This program will provide nurses with knowledge to differentiate between ethical issues and ethical dilemmas and provide methods that can be utilized to increase awareness of each. Resolution of ethical dilemmas and sentinel events will be discussed.

Presenter: Anne B. Baker, RN, MTS

Date: October 15, 2015

Time: 5 - 6 p.m., Registration/Dinner
6 - 8:15 p.m., Program

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, 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.

Contact Hours: Will be provided.

Eating Disorders: Signs, Symptoms, and Medical Complications

Description: This program will address the history, etiology, prevalence, possible causes, early recognition, treatment, and prevention of anorexia nervosa, binge eating disorder, and related disordered eating behaviors. Class discussion will include an overview of the possible causes of, early intervention for, and treatment of obesity. Information will be presented from a multidimensional approach, reviewing the biological, sociocultural, psychological, behavioral, nutritional, and medical modalities of treatment as well as nursing implications.

Presenter: Lyn Goldring, MSN, RN

Date: November 10, 2015

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

Location: Danversport Yacht Club, 161 Elliot Street, Danvers; 978-774-8620, 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.

Contact Hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Regional Council 4, 50 Salem Street, Building A, Lynnfield, MA 01940. For questions, please contact Region 4 at 781-584-8012 or email region4@mnam.org.



Triage Guidelines for School Nurses

Description: This program will enable the nurse to enhance the triage nursing care skills of school nurses caring for children across the lifespan.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC

Date: September 2, 2015

Time: 5 - 5:30 p.m., Registration/light supper
5:30 - 8 p.m., Program

Location: MNA Headquarters, 340 Turnpike Street, Canton; 781-821-8255

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

Contact Hours: Will be provided.

Neurological Disorders of the Brain: What Nurses Should Know

Description: This program will provide nurses with knowledge of neuroscience nursing. This includes neuro-assessment and interpretation, care of the patient with stroke, TIA, seizure, brain tumors, and post-endovascular interventions, as well as a review of commonly performed neuro-imaging techniques. All content will be based on current evidence, guidelines, consensus and expert opinion and best practices.

Presenter: Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRN

Date: September 24, 2015

Time: 5 - 5:30 p.m. Registration/dinner
5:30 - 7:45 p.m., Program

Location: Lombardo's, 6 Billings Street, Randolph, MA; 781-986-5000; www.lombardos.com

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

Contact Hours: Will be provided.

Preservation of Evidence While Rendering Patient Care

Description: This program will discuss the best practice standards in evidence collection while rendering patient care. Common collection errors will be explored. The program will conclude with a discussion of proper forensic photography practices.

Presenter: Katherine Davis, MS, RN, AFN-BC, CEN, SANE-A

Date: November 4, 2015

Time: 5 - 5:30 p.m., Registration/light supper
5:30 - 7:30 p.m., Program

Location: MNA Headquarters, 340 Turnpike Street, Canton, 781-821-8255

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

Contact Hours: Will be provided.

To register: complete the Regional Registration Form located on page 6 and submit to the MNA Region 5 Office, 340 Turnpike Street, Canton, MA 02021. For questions, please contact Region 5 at 781-821-8255 or email region5@mnarn.org.

Morning Session: Situation Critical: Street Drug Abuse - What Nurses Should Know

Description: This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances.

Presenter: Charlene Richardson, MSN, RN, CEN, LNC

Date: September 10, 2015

Time: 9 - 9:30 a.m., Registration
9:30 a.m. - 12 p.m., Program
12 - 1 p.m., Lunch

Afternoon Session: Learn to Cope Program

Description: This program will enable the nurse to understand the current drug epidemic in Massachusetts and implications for nursing practice.

Presenter: Joanne Peterson, Executive Director, Learn to Cope

Time: 1 - 3:30 p.m., Program

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.

MNA Contact: Liz Chmielinski, 781-830-5719

Basic Dysrhythmia Interpretation

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

Presenters: Mary Sue Howlett, MS, RN/FNP-BC, CEN
Carol Mallia, MSN, RN

Dates: September 1, 2015 (Part One)
September 15, 2015 (Part Two)

Time: 8:30 - 9:00 a.m., Registration (light lunch provided)
9 a.m. - 3 p.m., Program

Fee: Member/Associate Member, \$30; Non-member, \$195.

***Requires a \$50 placeholder fee which will be returned upon attendance. There is a non-refundable fee of \$30 for workbook and calipers.**

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794

Post-Traumatic Stress Disorder: Trauma and Survival

Description: Trauma affects many people and in a variety of different ways. Why do some people seem to be able to cope with seemingly unbearable events, while others define themselves by a single moment? This presentation will look at the ways in which trauma is defined, explore the physiological, psychological and spiritual aspects of trauma, and address treatment modalities, both pharmacologic and interpersonal by which the individual with trauma can be assisted to seek healing and wholeness. Nursing interventions appropriate for the person experiencing the sequelae of a traumatic event will be included.

Presenter: Mary Linda O'Reilly, MS, APRN-BC

Date: October 14, 2015

Time: 5 - 5:30 p.m., Registration (light supper provided)
5:30 - 8 p.m., Program

Fee: Member/Associate Member, free*; Non-member, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance.

Contact Hours: Will be provided.

MNA Contact: Phyllis Kleingardner, 781-830-5794

MNA Headquarters Course Registration: Complete the MNA Headquarters Registration Form located on Page 7 or register online at massnurses.org. Credit card payment is available for CE courses offered at MNA Headquarters.

TWO-PART, ALL DAY EVENT

Advanced Cardiac Life Support (ACLS): Certification and 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 recertification 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/FNP-BC, CEN; Charlene Richardson, MSN, RN, CEN, LNC and other instructors for the clinical sessions

Dates: October 22, 2015 and October 29, 2015 (certification)
October 29, 2015 (recertification only)

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

Fee: Certification: MNA Members/Associate Members, free*; Non-member, \$250. Recertification: MNA Members/Associate Members, free*; Non-member, \$195

***Requires \$100 placeholder fee which will be returned upon attendance. There is a non-refundable cost of \$35 for the workbook.**

Contact Hours: Contact hours will not be awarded for this program.

MNA Contact: Liz Chmielinski, 781-830-5719

Presenter: Dr. Nichole Pecquex, MD

Date: October 28, 2015

Time: 5 - 5:30 p.m., Registration (light supper provided)
5:30 - 7:45 p.m., Program

Fee: Member/Associate Member, free*; Non-member, \$95. *Requires a \$25 placeholder fee which will be returned upon attendance.

Contact Hours: Will be provided.

MNA Contact: Theresa Yannetty, 781-830-5727

Workplace Violence in Health Care: A Systemic National Disgrace

Description: The purpose of this program is to highlight awareness of workplace violence and its organizational implications affecting health care and other service providers. The environment must support a culture of safety to protect our valuable workforce.

Presenters: Patricia Powers, RN; Sergeant Gary J. Eblan, Boston Police Department; Jeremy G. Richman, PhD; Mary Linda O'Reilly, MA, APRN-BC; Matthew London, MS, CIH; Jonathan Rosen, MS, CIH; and Peter Barletta, OSHA, Compliance Assistant Specialist

Date: November 10, 2015

Time: 8 - 8:30 a.m., Registration/Continental Breakfast
8:30 a.m. - 4:15 p.m., Program (lunch will be provided)

Location: Lombardo's, 6 Billings Street, Randolph, MA; 781-986-5000; www.lombardos.com

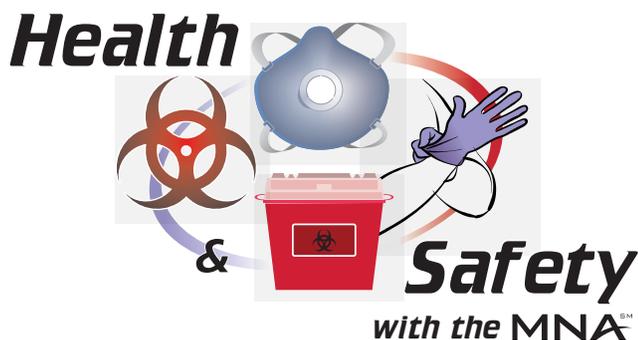
Fee: Member/Associate Member, free*; Non-member, \$195. *Requires a \$50 placeholder fee which will be returned upon attendance.

Contact Hours: Will be provided.

MNA Contact: Susan Clish, 781-830-5723

Nursing Considerations in Caring for the Bariatric Surgical Patient

Description: This program will discuss the current options for bariatric surgery. Patient considerations and pre-operative preparation will be explored. Program will conclude with a discussion of the nursing care implications for the different types of bariatric surgery.



Program Requirements

To successfully complete a program and receive contact hours, you must read the entire program, take and pass the Post-Test and complete the Program Evaluation. To pass the Post-Test, you must achieve a score of 80% or above. Your certificate of completion will be available immediately, from the "My Account Page", upon successful completion of the program.

Accreditation

The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. All programs are free of charge to MNA members.

Contact Hours

Contact hours will be awarded by the Massachusetts Nurses Association.

www.massnurses.org

Click on **MNA CE ONLINE** on the home page under **Professional Development**.

CONTINUING EDUCATION ONLINE ■ CURRENT PROGRAM TOPICS INCLUDE:

Linking Nurses Safety to Patient Safety

The purpose of this program is to provide information on issues of workplace health and safety that affect nurses and other healthcare workers and also affect patient safety and to provide information on resources to improve safety and reduce injuries to both nurses and their patients. Contact hours for this activity will be awarded until *July 1, 2017*.

Accepting, Rejecting and Delegating a Work Assignment

The purpose of this activity is to provide a framework for decision making based on the Massachusetts Nurse Practice Act and other regulatory agencies to safeguard patient care. Contact hours will be awarded until *March 31, 2016*.

Safe Patient Handling

The goal of this program is to provide nurses and others with knowledge and skills to address many of the issues and concerns, as well as the current solutions related to the ongoing problem of safe patient handling in the field of nursing. Contact hours will be awarded for this program until *May 18, 2016*.

REGIONAL REGISTRATION

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 download 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 office. At this time regional offices are unable to process credit card information for this purpose. Thank you for your understanding on this matter.

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

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

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

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

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

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

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

Name: _____ Phone: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

Place of Employment _____

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

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

- Understanding Autism and Autism Spectrum Disorders** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Alzheimer's Disease and Related Dementia (ADRD) Patients: What Nurses Need to Know to Manage Their Acute Care** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.
- Situation Critical: Street Drug Abuse - What Nurses Should Know and Learn to Cope** Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

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

- Vaccines Across the Lifespan** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Neurological Disorders of the Brain: What Nurses Need to Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Situation Critical: Street Drug Abuse - What Nurses Should Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

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

- Update in Diabetes** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Neurological Disorders of the Brain: What Nurses Need to Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Anticoagulation: A Nurse's Perspective** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

Region 4 Make check payable to: MNA Regional Council 4 and mail to MNA Regional Council 4, 50 Salem Street, Building A, Lynnfield, MA 01940.

- Critical and Emerging Infectious Diseases: An Update for Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside?** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Eating Disorders: Signs, Symptoms, and Medical Complications** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

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

- Triage Guidelines for School Nurses** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Neurological Disorders of the Brain: What Nurses Should Know** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee
- Preservation of Evidence While Rendering Patient Care** Non-member: \$95 • Member/Associate Member: \$25 placeholder fee

MNA HEADQUARTERS REGISTRATION

Registration Directions: Registration will be processed on a space available basis. All programs are free to members; however, there is a 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/payment of fee is available online. Visit our website at www.massnurses.org and register for the course of your choice from our Events Calendar.

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

Program Cancellation: MNA reserves the right to change speakers or cancel programs due to extenuating circumstances. In case of inclement weather, please call the MNA at 781-821-4625 or 800-882-2056 to determine whether a program will run as originally scheduled. Registration fee will be reimbursed for all cancelled programs.

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

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 Division of Nursing with any questions about special needs accessibility.

Now Available  **Online registration for courses offered at MNA Headquarters.**

Go to www.massnurses.org.

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

Directions to MNA Headquarters

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

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

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

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

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

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



Please print. You may make copies of this form or download this brochure at www.massnurses.org.

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 Street • Canton, MA 02021

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

Account #: _____ Expiration Date: _____ Security code: _____

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: _____

Situation Critical: Street Drug Abuse - What Nurses Should Know and Learn to Cope Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.

Basic Dysrhythmia Interpretation Non-member: \$195 • Member/Associate Member: \$30 non-refundable cost for workbook and caliper, \$50 placeholder fee.

Post-Traumatic Stress Disorder: Trauma and Survival Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

ACLS Certification and Recertification Certification: MNA Member/Associate Member, \$35 non-refundable cost for workbook*; Non-member, \$250 Recertification: MNA Member/Associate Member, \$35 non-refundable cost for workbook*; Non-member, \$195 *Requires \$100 placeholder fee which will be returned upon attendance.

Nursing Considerations in Caring for the Bariatric Surgical Patient Non-member: \$95 • Member/Associate Member: \$25 placeholder fee.

Workplace Violence in Healthcare: A Systemic National Disgrace Non-member: \$195 • Member/Associate Member: \$50 placeholder fee.



WHY SOLIDARITY MATTERS

Massachusetts
Nurses
Association



National
Nurses
United

October 7-9, • Hyannis

CONVENTION 2015

2015 SPEAKERS

Sean Kaufman BA, MPH, principle of Behavioral-Based Improvement Systems has dedicated his life to the study of behavior and motivating behavior/change among those affected by infectious diseases. He has worked at the CDC and WHO. He continues to take lessons from the frontline, integrating them into training solutions aimed at improving and protecting today's workforce.

Terry Foster RN, MSN is a critical-care specialist for emergency departments of a five hospital system. Back by popular demand, he is a national speaker on humor in health care. His presentation "Surviving and Thriving in the Crazy World of Nursing" will showcase what makes nurses tick and describe some of the crazy and funny things that only nurses know.

Barbara Madeloni is President of the 110,000-member Massachusetts Teachers Association. She is a strong advocate for students and educators in the state's public schools and public higher education system. She is committed to growing an activist union that builds alliances with parents, students and community members to give educators a strong voice in public education. She has a Bachelor of Arts degree from Hamilton College, a Master's degree in education from UMass Amherst and a Doctor of Psychology degree from the University of Denver.

Frank Callahan BA, MS is the President of the 75,000 Mass Building Trades Council. He is a Vice-President of the Massachusetts AFL-CIO, a faculty member of the Boston Labor School Guild of Labor Management Relations and serves on the Blue Cross Blue Shield Labor Advisory Committee and a member of the School Building Advisory Board Authority.

Jeff Crosby is the President of the North Shore Central Labor Council and served on the National Advisory Board and Steering Committee of Labor Campaign for Single Payer.

SCHEDULE

Wednesday, October 7

6:30-8:30 p.m. Welcome reception: 1st piano room bar, music, clam chowder, appetizers, cash bar. Sponsored by Region 3.

Thursday, October 8

7:30-8:30 a.m. Labor Program's Continental Breakfast, Registration, exhibits and silent auction opens

8:30-10 a.m. Welcome and Opening Remarks with Donna Kelly-Williams, President MNA

Panel of Massachusetts Labor Leaders:

• Barbara Madeloni – MA Teachers Association

• Ed Kelly – Fire Fighters

• MBTA Carmen's Union – TBA

• Scott Hoffman, APWU

• Moderator: *Jeff Crosby, North Shore Central Labor Council (invited)*

10-10:30 a.m. Break, exhibits and silent auction

10:30 -11:30 a.m. Bargaining Unit Reports

11:30 a.m.-12:30 p.m. Frank Callahan, President MA Building Trades Council

12:30-2 p.m. Unit 7 Annual Meeting and lunch 2nd floor

12:30-2 p.m. Lunch 2nd floor, exhibits, silent auction

2-3 p.m. ICU Limits

3 p.m. Business meeting

6-8 p.m. Awards reception, buffet, cash bar 2nd floor

8-9 p.m. Jim Spinnato, comedy hypnosis show

9-11:30 p.m. Music by "The Interlopers," cash bar, ice cream sundaes

Friday, October 9

7:30-8:30 a.m. Silent auction closes, registration, breakfast

8-9 a.m. Mass. Student Nurses meeting 2nd floor

8-9 a.m. MNA PAC meeting

9-9:15 a.m. Break

9:15-10:45 a.m. The Ebola Crisis: Containment Strategies for the Clinical Treatment of Ebola-the Nurses Role, Sean Kaufman

10:45-11 a.m. Break

11 a.m.-12 p.m. Surviving & Thriving in the Crazy World of Nursing, Terry Foster RN, nurse humorist

REGISTER ONLINE: www.massnurses.org

Registrations can also be made by phone. Call Theresa at 781-830-5727.



WHY SOLIDARITY MATTERS

Massachusetts
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October 7-9, • Hyannis

CONVENTION 2015

INFORMATION:

Registration Deadline: September 8, 2015

Accommodations

Resort and Conference Center at Hyannis

The Resort and Conference Center at Hyannis is an all-season resort in Hyannis. It is located on fifty-two acres and includes an eighteen hole par-3 golf course, indoor and outdoor pools, extensive health and fitness center and a luxurious spa and salon.

Room rates are \$109.00 per night for double or single with 11.7% Mass occupancy tax. Check in time is 3 p.m. and check out time 11 a.m.

Chemical Sensitivity

Attendees are requested to avoid wearing scented personal products when attending the 2015 MNA Convention. Scents may trigger responses in those with chemical sensitivity.

Contact Hours

On Friday, October 9, 2015 Continuing Nursing Education contact hours will be awarded by the Massachusetts Nurses Association. The MNA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

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

Questions

Call MNA's Division of Nursing at: 800-882-2056 x727.

Community Service Event



Please bring a clothing donation to benefit Independence House in Hyannis, a private, nonprofit organization established in 1979 to serve the needs of survivors of domestic violence and their children. Their 'wish list' includes sweatshirts, sweatpants, t-shirts, underwear and socks for men, women (sizes M, L, XL), children and teens. The items must be new and cannot be used. www.independencehouse.org.

DIRECTIONS:



Resort & Conference Center at Hyannis

35 Scudder Avenue • Hyannis, MA 02601

Phone: 866-828-8259 or 508-775-7775

From Boston

Follow Route 93 South to Route 3 South to the Sagamore Bridge and onto Route 6 East. Follow Route 6 East to Exit 6. Take a right off the exit onto Route 132 South. At the 4th set of lights turn right onto Bearses Way (towards Hyannis West End). Continue straight through 2 sets of lights. Take the 2nd exit off the rotary. At the next set of lights turn right onto North Street. Continue straight to the rotary. Take the 2nd exit just after the Paddock Restaurant. Resort and Conference Center at Hyannis will be on your left.

From Western Massachusetts:

Follow Route 495 South to Route 25 East to the Bourne Bridge and merge onto the rotary. Take the 4th exit off the rotary (IHOP will be on your left). Follow until you reach a set of traffic lights. Take a right at the lights onto Route 6 East. Follow Route 6 East to Exit 6. Take a right off the exit onto Route 132 South. At the 4th set of lights turn right onto Bearses Way (towards Hyannis West End). Continue straight through 2 sets of lights. Take the 2nd exit off the rotary. At the next set of lights turn right onto North Street. Continue straight to the rotary. Take the 2nd exit just after the Paddock Restaurant. Resort and Conference Center at Hyannis will be on your left.



WHY SOLIDARITY MATTERS

Massachusetts Nurses Association



National Nurses United

October 7-9, • Hyannis

CONVENTION 2015

REGISTRATION FORM

Registration is now available online. Go to www.massnurses.org.

Day Ph: _____

Name (please print): _____ Night Ph: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

- I am a(n): MNA Member/Associate Member Full-time student/Unemployed/Retired*
 Non-member MASNA students (free), call to register: 1-781-830-5727
 Check here if you require gluten-free. Check here if you require special assistance during the convention, and please call 800-882-2056 x727.

Three Convenient Packages/Business Meeting

Thursday-Only Package: Includes events on Thursday: keynote, plenary session, all meals, exhibits

MNA Members \$45 Reduced Members* \$35 All Others \$60 MASNA students n/c \$ _____

Friday-Only Package: Includes events on Friday: keynote, plenary session, breakfast

MNA Members \$35 Reduced Members* \$30 All Others \$50 MASNA students n/c \$ _____

Two-Day Convention Package — Thursday and Friday:

Includes events on Thursday and Friday

MNA Members \$75 Reduced Members* \$70 All Others \$100 MASNA students n/c \$ _____

Business Meeting Registration (only) • Thursday, 3 p.m. n/c _____

* includes full-time students (minimum 12 credits), unemployed and retired.

Optional Events

Please register below if you plan to attend the following events:

Reception sponsored by Region 3 • Wednesday • 6:30 - 8:30 p.m. n/c _____

Unit 7 Annual Meeting/Lunch (Unit 7 members only) • Thursday, 12:30 - 2 p.m. n/c _____

Awards Reception/Buffer • Thursday, 6 p.m. - 8 p.m. n/c _____

Comedic Hypnotist • Thursday, 8 p.m. - 9 p.m. n/c _____

Music by The Interlopers • Thursday, 9 p.m. - 11:30 p.m. n/c _____

Total Convention Fees: \$ _____

Payment

Please mail this completed form with check made payable to MNA at:

Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

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

Account # _____ Expiration Date: _____ Security Code: _____

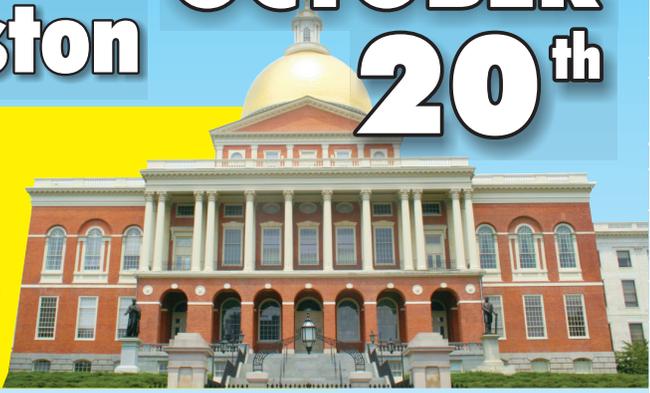
For Credit Card registrations you may fax this form to: 781-821-4445; please call to verify receipt at 781-830-5727.

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

SAVE THE DATE

The State House, Boston

TUESDAY, OCTOBER 20th



Attend the Public Hearing on the PATIENT SAFETY ACT (S.1206/H.1958), which will extend safe patient limits to all units in all hospitals!

Don't let your hospital administrator speak for you or your patients!

There will be people at this hearing, including nurse managers and hospital administrators, speaking out **AGAINST** safe patient limits. They will claim to speak for you and your patients.

We need **YOU** to be there to tell the legislature why we need safe patient limits **NOW**.

You know what your patients need – join us on October 20th to tell the Public Health Committee Members. Details TBD - check www.massnurses.org for updates or contact Maryanne Bray at 781-249-9581 or mbray@mnarn.org.

The **MNA**SM
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There is still space in the fall Germany/Oktobefest tour, Sept. 20 - 28, 2015 and the Rhine River Cruise, Sept. 21 – 29, 2015.

Making the ICU Safe Patient Limits Law Work for You and Your Patients

Massachusetts
Nurses
Association

MNASM



National
Nurses
United

An MNA Program on the Role of the Staff Nurse in Developing an **ICU Acuity Tool**



The ICU staffing law went into effect in Massachusetts in the fall of 2014. Hospitals must follow the law now, and should be reported if they are not in compliance. In addition, the Health Policy Commission, which was charged with developing the regulations to implement the law, created deadlines for hospitals to develop ICU-specific acuity tools. This work will be done for each ICU by a designated committee, composed of at least 50 percent staff nurses (who are not managers) in each ICU in which the acuity tool will be deployed.

The MNA's focus now is on assisting ICU nurses to:

1) Understand the law and regs; **2)** Choose the 50 percent committee staff nurse membership; and **3)** Review MNA's sample acuity tools, based on criteria well known to RNs, using primary diagnosis and/or care needs. These tools were developed with extensive input from our members and specialty organizations, and can be the basis for staff nurse input in their hospital's committee work.

Come to talk about the acuity tool development process and hear about ways to protect your practice in your own unit as the tool for your unit is developed.

NO REGISTRATION FEE • NON-MEMBERS WELCOME

Join us at one of these programs

- **Thursday, September 10** • Florian Hall, Boston • 4-5:30 p.m. or 8-9:30 p.m.
- **Wednesday, September 16** • Beechwood Hotel, Worcester • 8:30-10 a.m., 4-5:30 p.m. or 8-9:30 p.m.
- **Tuesday, September 22** • Inn at Longwood,* Boston • 8:30-10 a.m., 4-5:30 p.m. or 8-9:30 p.m.
- **Tuesday, September 29** • Florian Hall, Boston • 5-6:30 p.m. or 8-9:30 p.m.

*Light refreshments will
be served at all sessions*

Please note: These program locations were selected because hospitals in these areas have the earliest deadlines for developing an ICU acuity tool.

**Parking for the morning and afternoon sessions in the hotel garage will be charged the hourly rate. Entrance after 5 p.m. will be charged the event rate of \$8.00.*

Please reserve your space with Phyllis Kleingardner, 781-830-5794
or AcuityTool@mnarn.org. You can also register at massnurses.org.
Be sure to include which session you will attend.