



The Cranberry Scoop

November 2013

MNA Regional Council 3
Newsletter

The Chair's Message

Stephanie Stevens, RN

As we head into winter and reflect on the year that is passing quickly, we have much for which to be thankful. Just one year ago Mandatory Overtime became illegal. This required a tremendous amount of work from our MNA Staff, members, and legislators. At first, there were many questions about the law that needed to be answered before the managers would comply but we did answer! You may have noticed lately that they are not using mandatory overtime to staff for sick calls and holes in the schedules...if this is not so, you need to notify MNA via the web site and DPH links.

Numbers of our members have been eliminated at our various bargaining units. Please know that MNA is representing each member individually, as each situation is different. Agreements are made or grievances are filed for each case. As you all know, grievances can take a long time to resolve, at great cost to the MNA and the hospitals, but it is happening when needed. Some agreements involve non-disclosure and, therefore, cannot be discussed. MNA is there for each and every one of its members. Stick together and stay strong.

At last, Safe Staffing is closer to becoming a reality. MNA Staff and MNA Members have collected over 100,000 signatures of registered voters in Massachusetts. These signatures are being submitted by November 20, 2013 to the city/town clerks for certification. The clerks have until December 2 to certify signatures and return the petitions to MNA who must then deliver them to the Secretary of State's office by December 4. **The process is still not over.** We will be collecting a second round of signatures starting in May and after collecting 20K signatures we are that much closer to qualifying for the ballot. During this time the legislature also has an opportunity to deal with our ballot question and if there is no agreement by July 2, 2014 then the question will go on the ballot for the November 2014 election. For the safety of patients everywhere, between now and then we need to speak to everyone we know about the importance of Safe Staffing .

I would like to thank our MNA Staff and our MNA Members for their extraordinary work and efforts in making Safe Staffing a reality. I would also like to give special thanks to our MNA Executive Director, President, and BOD for making this happen.

We have faced many challenges and we are not allowing them to defeat us. Stick together and STAY STRONG!

In Unity,
Stephanie Stevens RN, CNOR
Chairperson, MNA Regional Council 3



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Around The Region

What's the Scoop?

Morton Hospital— We are still in negotiations with Steward. At our last session, we worked for 15 1/2 hours and settled much of the language issues in the contract but, we still need to come to an agreement on staffing grids and the issue of boarding patients in the ICU. The hospital has said they are moving forward with the pediatric observation unit in the ER. We had a lengthy discussion about the safety of that plan for our most vulnerable patients. Steward's reply was that they know it's not an ideal situation, but they have no choice. The MNA has been in contact with DPH and is working to meet with management to try and come up with a solution. We are awaiting a date for our next session.

Respectfully submitted,
Janet DeMoranville, RN
MNA Unit Chair Designee

Cape Cod Hospital— We are in the beginning stages of contract negotiations. Opening ground rules are established and proposals have been exchanged. Health care seems to be the one and main focus from administration so far. APA continues to wait for closure with no definite dates given. We have been notified of a RIF and the beginning date of bump is scheduled for November 18. MNA is banding together to support our nurses during this unsettling time.

Respectfully submitted,
Stephanie Parker, RN
MNA UNIT Co-Chair

Martha's Vineyard Hospital— We ratified a contract in September; a two-year contract with a 1% raise each year. It also includes an option to contribute to a medical savings account for those over age 50. We continue to be very busy with overflows in ER overnight.

Great job to all the nurses for gathering signatures for our safe staffing campaign. Rick Lambos' hard work and guidance helped us achieve our goal.

Respectfully submitted,
Suellen Ford, RN
MNA Unit Co-Chair

One more Fall CE Program left!

December 4, 2013

Alcohol Withdrawal: Nursing Management

Presenters: Donna White, PhD, RN,
CS, CADAC
Deidre Houtmeyers, RN, MS, CAS,
LADC-I

5:30pm—6 p.m.
Registration/Dinner
6 p.m.—9 pm
Program

Register early! Walk-ins Not Permitted



**Have you activated your
MNA email account?**

**Your Bargaining Unit
Committee wants to be able to
communicate with you** and give

you the means to receive and distribute information that is pertinent to your workplace and profession. The email addresses are a member benefit and will **only** be used by MNA for limited types of information related to MNA activities—primarily issues coming from your bargaining committee.



Save the Dates, etc...

2013

Dec 4 **CE Program—Bourne, MA**
Mar 18 **CE Program—Bourne, MA**
Mar 20-21 **Labor Leader Summit**
Apr 16 **CE Program—Bourne, MA**
May 1 **CE Program—Bourne, MA**
Jul 7 **Golf Tournament**

Special Notice!

Sept 16 **9th Annual Deb Walsh Memorial
OB/GYN Lecture Series**



Region Three 2013 Council Meeting Schedule (remaining)

December 17

Start time is 6 p.m. at the Region 3 office.
 Members are welcome to attend.
 Please notify the Region 3 office.

2012 – 13 Regional Council Three Members & Staff

*Chair - Stephanie Stevens: Sandwich,
Jordan Hospital
 *Vice-Chair - Peggy Kilroy: Centerville,
Cape Cod Hospital
 *Secretary - Rosemary O'Brien: Harwich
 *Treasurer - Nicky Powderly: Forestdale,
Falmouth Hospital
 Kim Adam: Orleans, Cape Cod Hospital Co-Chair
 Deb Caruso: Brewster, Cape Cod VNA Chair
 Janet DeMoranville: Lakeville,
Morton Hospital Chair Designee
 (Patricia) Karen Duffy: Marshfield,
Brockton Hospital Co-Chair
 Ellen Farley: Middleboro, Unit 7 Chair Designee,
MNA Board of Directors
 Suellen Ford: Marstons Mills, Martha's Vineyard
Hospital Vice Chair
 *Karen Gavigan, Berkley, Steward Good Samaritan
Medical Center Chair, MNA Board of Directors
 Joanne Kingsley: Duxbury,
Brockton Hospital Co-Chair
 Joanne Murphy: West Wareham,
Jordan Hospital Chair
 Stephanie Parker: Dennis,
Cape Cod Hospital Co-Chair
 *Beth Piknick: Centerville, Cape Cod Hospital,
MNA Board of Directors

* elected/appointed

Pat Conway: Office Manager

508-888-5774

60 Route 6A, Sandwich

Mailing Address: P O Box 1363, Sandwich MA 02563

region3@mnarn.org

Fax: 508-888-5750



Spring 2014 Region 3 Continuing Education Programs

March 18, 2014

Hostile Work Environment: Recognition & Response In the Health Care Setting

Presenter: Peg O'Connor, MMHC,
RN, COHN, HRM

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

April 16, 2014

Morning Session: Child Abuse and its Mimics

Presenter: Cindy Moore, PNP
Registration 9—9:30 a.m.
Program: 9:30 a.m.—12 p.m.
Lunch 12—1 p.m.

Afternoon Session: Vaccine Pre- ventable Disease Update: Mea- sles, Pertussis, Herpes Zoster, Human Papillomavirus

Presenter: Patricia Halon, DNP, FNP-BC
Program: 1—4:30 p.m.

May 1, 2014

Wound Care: Dressing For Success

Presenter: Donna Golden, RN, MSN,
CWOCN, ANP-c

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



These Region 3 programs will be held at the Trowbridge Tavern/Canal Club in Bourne, MA. Start times may vary so please check your Continuing Education Catalog for specific times for the program for which you are registering. Directions to the Trowbridge Tavern/Canal Club can be accessed at www.trowbridgetavern.com

You will find Regional Registration Forms in your catalog or you can download the form and print. Go to <http://www.massnurses.org> and click on News and Events, find your program on the calendar and click, scroll to the bottom of the program description and click on **Regional Registration Form**. Registration for a regional meeting must be done through the mail and forms must be accompanied by a placeholder fee (check) which will be returned to you the evening of the program (for members). If you must cancel, please do so as far in advance as possible but no later than 2 hours before the registration time.

Region 3 Registration Form

☐ **March 18**

Hostile Work Environment

☐ **April 16**

**Morning: Child Abuse & its Mimics
Afternoon: Vaccine Preventable Disease**

☐ **May 1**

Wound Care

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

Email Address _____

Address: _____ City _____ State _____ Zip _____

Phone: Daytime _____ Evening _____ Cell _____

Place of Employment _____

Member Fee (by check only): \$25 placeholder for March 18 and May 1 \$50 for April 16 (2 sessions)

Please include a separate check for each program you wish to attend which is a placeholder fee and will be returned to you upon attendance at the program.

Non-members -non-refundable \$95 for March 18 and May 1

\$195 for April 16 (2 sessions).

COMMUNITY CORNER

The Cranberry Scoop



com•mu•ni•ty - a group or society, helping each other; fellowship



Independence House Clothing Drive and Food Drive was a success! IH fundraising grant doubles the cash contributions!

Members arrived at Convention in Hyannis with sweatshirts, sweatpants, socks and underwear by the bundle! But they didn't stop there...they 'passed the hat' at the morning Labor Meeting and collected **\$615** in cash donations. The following week, thanks to the generous food shoppers in Sandwich, we were able to re-stock the Food Pantry at Independence House in time for the increased need over the holidays and winter months and we collected an additional **\$425**.

IH had recently been awarded a grant which entitled them to **matching dollars** for any cash fundraising. Our \$1045 in cash donations was worth \$2090!

Thanks To All For Donating! And many thanks to our Food Drive volunteers: Tina Russell, Karen Duffy, Cynthia Dyer, Barbara 'Cookie' Cooke, Donna Steiding, Ellen Farley, Beth Piknick, Peggy Kilroy and Stephanie Steven. Special thanks to Jeff Thompson (Deb Caruso's husband) and Brian Conway for doing the heavy lifting.

'tis the season!

This holiday season, Region 3 is collecting gift donations to benefit children for two very worthy community service programs, Independence House and Toys For Troops

Independence House - Hyannis

We would like to concentrate on **Teenage** children and have a few suggestions...



Movie Passes
Gift Cards for ...
Malls
iTunes
teen clothing stores
sporting goods stores
food/pizza stores

Donations can be brought to the
Region 3 office: 60 Route 6A in
Sandwich (call for hours)
or mailed to the Region office:
P. O. Box 1363
Sandwich MA 02563

Checks can be made payable to
Independence House

gen•er•os•i•ty - the pure intention of looking out for a society's common good and giving from the heart



Community Support—'Tis The Season!



The Plymouth Bristol Labor Council with Senator Marc Pacheco present the

6th Annual Holiday Toys For Troops

COLLECTING TOYS FOR FAMILIES OF LOCAL TROOPS

Each Year, Regional Council 3 lends its support to provide toys and gift cards to the children of local men and women serving in the military.

Please help by

- donating an unwrapped toy (new) which can be brought to the Region 3 office at 60 Route 6A in Sandwich

or

- Mailing a check or gift card to the region office
at P O Box 1363, Sandwich, MA 02563

(PLEASE MAKE CHECKS PAYABLE TO: Toys For Troops)

Please be sure your donation arrives at the Sandwich office by Wednesday, December 4

Thanks!



MNA IS GOING GREEN!



In an effort to reduce our footprint and control costs, the MNA is “going green” in every way possible. You’ve probably already noticed the reduction in the number of paper mailings you receive. MNA’s goal is to launch e-publications this summer so that the Mass Nurse, CE Catalogs, event brochures and various other announcements can be posted to the MNA website and/or **delivered to you via email**.

That will include this publication, The Cranberry Scoop - official newsletter of Regional Council 3. It’s possible that this is the last newsletter you will receive on paper in the mail. Once e-publication is launched, the Cranberry Scoop will be posted to the region website <http://massnurses.org/region3>.

It will be more important than ever for you to activate your MNA email account, if you haven’t already.

Your Massnurses.org email account also gives you access to Online Registration for most MNA programs and events.



**Can’t find your email address and password?
Just call MNA Headquarters at 800-882-2056
and press 1 for the MNA Membership Dept.**



Patient Safety Ballot Initiative(s) UPDATE

The Patient Safety Act – Safe Patient Limits Will Save Lives

On Friday, Nov. 8, the MNA/NNU delivered official petitions with more than 110,000 signatures to town clerks throughout the Commonwealth for certification of the Patient Safety Act, a ballot initiative that will set a safe maximum limit on the number of patients assigned to a nurse at one time, while also providing maximum flexibility to hospitals to adjust nurses' patient assignments based on the specific needs of the patients.

The filing of the initiative follows the release of dozens of prominent research studies and reports that show beyond any doubt the need to set a maximum limit on the number of patients that can be assigned to each registered nurse at one time if we are to avoid -- mistakes, serious complications and preventable readmissions. [To view these studies and to learn more about the initiative, visit PatientSafetyAct.com.](#)

"The research is clear and unequivocal, the most important factor contributing to the health and safety of patients while they are in the hospital is the number of patients your nurse is assigned to care for during his or her shift," explained Donna Kelly-Williams, president of the MNA/NNU and one of the 10 original signers of the petition to establish the ballot initiative. "The fact is patients in our hospitals are at greater risk because they are being forced to share their nurse with too many other patients at the same time."

"In Massachusetts, there is no law that states the maximum number of patients a nurse can safely care for at any one time, nor is there any requirement for hospitals to adjust their staffing levels based on the actual needs of the patients," Kelly-Williams explained. "As a result, hospitals are forcing nurses to ration care, placing patients' health in jeopardy. This ballot measure will ensure patients receive the care they need and deserve, when they need it, preventing thousands of patient complications, saving hundreds of lives, and yes, saving millions of dollars that are being wasted now because patients aren't receiving adequate, timely care from their nurse." Under the Patient Safety Act, maximum safe patient limits for nurses will be established for different types of units/departments in a hospital. The proposed law calls for one nurse for every four patients in medical/surgical units, where most patient care takes place. In emergency departments, the proposed regulations require nurses to care for between one and three patients depending on the severity of the patient conditions, and for nurses in critical care units to have between one and a maximum of two patients based on the needs of those patients.

To provide flexibility in staffing and to account for patients who require more care, the bill calls upon a state agency to establish an "acuity" system, which is a tool to measure the illness level; i.e., how sick the patients are on a particular unit. Based on the acuity of the patients assigned to a nurse, the maximum safe patient assignment will be reduced if those patients require more intensive care. Right now, there is no law or regulation that requires hospitals to adjust RN staffing based on patients' needs, and as a result, most hospitals rarely make such improvements.

The Hospital Profit Transparency and Fairness Act

On Nov. 8 the MNA/NNU also delivered official petitions with more than 100,000 signatures to town clerks throughout the Commonwealth for certification of the Hospital Profit Transparency and Fairness Act, a ballot initiative that will require hospitals to be transparent about their financial holdings and other activities, to limit CEO salaries and to limit and claw back excess profits to ensure that taxpayer dollars are dedicated exclusively to safe patient care and necessary services for all communities in the Commonwealth.

This measure has been proposed to respond to dramatic changes within the hospital industry driven by state and national health care reform, including the merger, consolidation and conversion of non-profit hospitals into larger multi-million dollar corporate networks. In 2010, Attorney General Martha Coakley released a report raising concerns about this trend and pinpointing the main driver of the Commonwealth's increasing health costs – market clout of highest paid providers – at the expense of smaller community hospitals.



The official Newsletter of MNA Regional Council 3

The Cranberry Scoop

SAFE STAFFING RATIOS CAN ONLY HAPPEN
WITH YOUR HELP! GET INVOLVED!

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POB 1363

MNA Regional Council 3
Region 3 Quarterly Newsletter

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