



Council Members



Joan Ballantyne, Norwood Hospital
Chair (2016-2019)



Barbara Tiller, Tufts Medical Center
Vice Chair (2016-2019)



Kathy Reardon, Norwood Hospital
Secretary (2017-2019)



Dan Rec, B&W Faulkner Hospital
Treasurer (2017-2019)



MNA Board Rep (2018-2020)
Dan Rec, B&W Faulkner Hospital



MNA Board Rep (2017-2019)
Joan Ballantyne, Norwood Hospital



At-Large (2018-2020)
VACANT



At-Large (2018-2020)
VACANT



At-Large (2017-2019)
Kirsten Ransom, St. Elizabeth's



At-Large (2017-2019)
Linda Barton, Norwood Hospital

Each of these R5 facilities holds an elected voting rep. at R5 council meetings:

- American Red Cross
- Boston Medical Center
- Boston VNA
- Brigham & Women's Hospital
- Brigham & Women's Faulkner Hospital
- CHA Cambridge Hospital
- CHA Everett Hospital
- CHA Somerville Hospital
- Carney Hospital
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Harvard Vanguard Medical Associates
- Medford School Nurses
- Newton Public Health
- Newton-Wellesley Hospital
- Norwood Hospital
- St. Elizabeth's Medical Center
- Tufts Medical Center
- Unit 7 (state facilities) Representative

MNA Regional Council 5
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region5@mnarn.org
www.massnurses.org/region5
www.facebook.com/massnurses
Harriett Duggan, Office Manager
Brian Moloney, Community Organizer

Organizing for Change

submitted by Kirsten Ransom
Chair, St. Elizabeth's Medical Center



Organizing for change may have been the theme of the leadership summit this year but it is also a growing theme for nurses at St. Elizabeth's in Brighton. This summer the nurses ratified a contract that included language for charge with no assignment dependent on census for med surg units and charge reduced for psychiatry. It also implemented two new resource nurse positions to work nights seven days a week. As time passed and leadership has continued to change, these positions valuable resources to support our patients and staff had fallen aside. In January the final parts of the language were to be implemented and management had still not hired or posted enough positions to adhere to the language. As our contract was not being followed, and after asking for months to have these positions filled, we started the process of filing grievances. We started daily tracking of language compliance. The committee met and decided that it was time to stand together and hold a picket to show our strength and support for each other and to demand respect for our contract.

This was the easy part. The real work came from organizing our units throughout the hospital and banding together to fight for respect for our recently negotiated contract. We started by having an open meeting to review the new contract language and to educate the staff on the importance of what was negotiated. At the meeting we asked for staff who were interested in being floor reps and/or being more involved to sign up. We then sat down as a committee and began processing unit by unit to find out who our current floor reps were and also to find out if there were other members who were active as well. Once identified, we reached out to these staff members and met with them in person. This allowed us to hear their issues and concerns and make a connection to each unit that honestly wasn't as strong as they are today. From here we had each floor rep reach out to their units. We also continued to round the units, talking to staff and making connections. Each nurse who could attend signed a

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St. Elizabeth's & Norwood members

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Bargaining Unit Updates



Brigham & Women's Hospital submitted by **Shelley Reeve** for **Trish Powers**. No report due to the fact that we can't talk about our negotiations right now.



Brigham & Women's Faulkner Hospital submitted by **Kathy Glennon & Dan Rec**. Negotiations have started. This year we have a new internal lawyer working for the management side. We recently appointed a new executive member, **Lauren Serino Carpentino RN** to help represent our surgical floors. Yes, we are still having MOT in our ED. The BWFH continues on its Magnet journey.



Cambridge Health Alliance submitted by **Susan Wright Thomas**. The Cambridge, Somerville and Everett bargaining units have begun contract negotiations with CHA. Initial proposals have been submitted by both parties with more to come in the next few weeks. CHA is looking to make substantial changes and MNA has several proposals to improve the environment for RNs and other employees. It is expected that the negotiations will be lengthy. There has been an uptick in disciplines including final written warnings in several areas of the organization. Grievances have become a frequent issue as the disciplines are disputed and MNA disagrees with Management choices to implement policies that are contrary to what we believe to be our contractual agreements. If you have questions about your rights and obligations under your contract please contact your Floor Representative or member of the Executive Committee as soon as you know you have an issue.



Newton-Wellesley Hospital submitted by **Betty Sparks**. NWH has been a busy place of late. Not just caring for our patients but caring for our aging buildings. Our air handlers are getting a complete overhaul causing CSR and the OR to get creative. It has been interesting trying to operate (literally) under construction conditions. We have hired many new employees and continue to offer a hiring bonus for certain positions, even though I recently heard a rumor we were going to have a hiring freeze. In recent meetings with our CNO about finances she said that our overall census has been lower than expected. The ED and med-surg floors are not feeling a lower than usual census! The OR has been expanded and is covering more cases in the CVC center and our surgical techs are floating to L&D to scrub in on C-Sections. While the OSC has closed on Fridays due to a decreased amount of cases, this is causing the staff to come to the main campus to do cases. All this moving from place to place has increased tension and uncertainty. Partners health benefits have changed and is now administered by AllWays Health Partners Insurance Company. We have opened an eight-bed OBS unit to decompress the ED. Still early to see how that pans out.



Norwood Hospital submitted by **Joan Ballantyne**. We had a very successful MNA day at Norwood. Distributed our lovely new contracts, gave out lots of great new info on the current MNA benefits available to our members; enjoyed many conversations with old and new members; and



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Total package value is \$2,300, Includes wall mount, delivery, setup and sound bar!

Tickets Only \$20 Get Yours Now!

Tickets may be purchased online at www.massnurses.org/mnf/golf-tournament or contact **Cindy Messia** to order your ticket at 781-830-5720. Proceeds benefit MNF Scholarship Program.

Drawing to be held on Monday, May 20, 2019 at the MNF Golf Tournament

MNA Region 5 is a member of the



- This means:
- MNA Region 5 is a member of the umbrella organization for labor unions in the greater Boston area.
 - MNA Region 5 has the opportunity to send delegates to GBLC monthly meetings. Our voices will be heard! Our votes will count!
 - MNA Region 5 can network, access outreach opportunities and attend solidarity events.

If you would like to be considered for appointment as a delegate to the GBLC, please contact: **Brian Moloney, Region 5 Community Organizer** bmoloney@mnam.org • 781-830-5704

Monthly meetings are held on the first Tuesday at 6:30 p.m. at the IBEW Hall, Dorchester.



MNA R5 purchased a table at the GBLC annual legislative breakfast on 4/1/19. The event was held at Omni Parker House, Boston. Bottom pic shows MNA members with Representative Marjorie Decker.

caught up on the important issues such as staffing, supplies and day-to-day problems that crop up and hinder us when trying to provide the best and safest patient care. Held a successful raffle with some really fabulous baskets which were made by our very crafty members, with the proceeds going to the local food pantry. Norwood nurses also attended the Labor Summit and were invigorated by the speakers, and were uplifted by the positive stories from other bargaining units from their struggles to their huge wins. We also learned some new skills including strategies for internal organizing and how to improve our communication with members about what tools we should be using. We are all so smart now there will be no living with us!

Tufts Medical Center submitted by **Mary Havlicek**. In what could possibly be considered a step in the right direction toward better communication, the bargaining committee has agreed to meet with a conflict resolution consultant hired by the hospital. Though we've all suffered PTSD from the consultants some years back who were brought in to destroy our then safer staffing model, this will not be a resource takeaway. We approach with caution and would like to participate in collaboratively improving the culture at Tufts. The bargaining committee is in the planning process of an event celebrating our nurses during Nurses Week. Details to be posted as soon as they are confirmed.



No reports were submitted by these R5 bargaining units: **American Red Cross, Boston Medical Center, Boston VNA, Carney Hospital, Dana Farber Cancer Institute, Dialysis Clinic, Inc., Harvard Vanguard Medical Associates, Medford School Nurses, Newton Public Health, Newton-Wellesley Hospital, St. Elizabeth's Medical Center, Somerville Hospital, Whidden Hospital, Unit 7 (state facilities).**

thank you
Nurses



Norwood members at Leader Summit See Page 1 for more.

MNA CE in Region 5



The Massachusetts Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. The MNA will provide the following continuing education programs in Region 5. Contact hours will be provided.

A Workshop to Understand and Address the Complexities of Substance Use by Healthcare Professionals

MNA Headquarters, 340 Turnpike St, Canton, MA
Thursday, April 11, 2019, 6:00-8:00 p.m.

Arrive at 5:30 p.m. for registration/dinner.

Addiction is a serious workplace issue. Substance use disorders affect approximately 10 percent of the US population, and a reported 75 to 80 percent of individuals suffering with substance use problems are working full or part time. Shame, stigma, and fear of license issues often prevent healthcare professionals from seeking treatment. This program will discuss the specific risk factors for healthcare professionals and how to prevent, recognize, and support colleagues with substance use problems. An overview of the Massachusetts Licensing Board's programs for Substance Abuse Rehabilitation Program (SARP) will be discussed. The issues of recreational and medical marijuana use by healthcare providers will also be addressed. Through case studies, practical strategies for addressing substance use in the workplace will be explored. The program will conclude with a discussion of support resources such as the MNA's Peer Assistance Program to assist colleagues toward recovery. This program is partially funded by an educational grant from the Massachusetts Coalition of Occupational Safety and Health (MassCOSH).

Presenter: Carol Mallia, MSN, RN, Associate Director and Coordinator of the MNA Peer Assistance Program

Fee: Refer to the form below.

Substance Use Disorder and Addiction: Nursing Considerations

MNA Headquarters, 340 Turnpike St, Canton, MA
Tuesday, April 30, 2019, 5:30-8:00 p.m.

Arrive at 5 p.m. for registration/dinner.

This program will discuss the variety of illicit drugs used by patients, including exotic street drugs. The etiology of addiction, treatment, and nursing considerations will also be discussed, as well as the issue of stigma. The pathophysiology of addiction and pharmacological management will be included. This program will include the perspective of addiction from a recovered individual.

Presenters: Charlene Richardson, MSN, RN, CEN, LNC; Thomas Foye, MS

Fee: Refer to the form below.

Beyond the Windowpane: Examining the Complexities of Forensic Nursing Practice

MNA Headquarters, 340 Turnpike St, Canton, MA
Friday, May 17, 2019, 9:00 a.m. - 3:00 p.m.

Arrive at 8:30 a.m. for registration. Light lunch included.

The focus of this program is to provide nurses with a broad-based overview of the process of death investigation and identification to include post-mortem changes, sharp-force injuries, gunshot wounds, and strangulation. The content will include updates on advances in forensic science and the nurse's role in death investigation and post-mortem care. Preservation of evidence, as well as the procedure for forensic photography, will be discussed.

Presenters: Jennifer Hammers, D.O. Medical Examiner; Courtney Sullivan, MSN, RN, AFN-BC, SANE-A

Fee: Refer to the form below.

To register, complete & return this form with a placeholder fee (check only) to MNA Region 5, 340 Turnpike St, Canton, MA 02021. Member/Associate Member Free* ~ Requires \$25 placeholder fee which will be returned upon attendance at the program. Non-Member Fee for each program listed below.

Name _____ Phone _____ Email _____

Address _____

Place of Employment _____

____ RN ____ LPN ____ APN ____ Other (specify) _____ MNA ID# (office use only) _____

Thursday, April 11, 2019
Complexities of Substance Use
 \$25* member/\$95 non-member

Tuesday, April 30, 2019
Substance Use
 \$25* member/\$95 non-member

Friday, May 17, 2019
Forensic Nursing
 \$50* member/\$195 non-member

Organizing for Change (continued from page 1)

commitment card ensuring a time they would come or a commitment to try to make it down on their shift. We made major progress and gathered a group of the floor reps and committee members to serve the picket 10-day notice. As we got closer, we continued to engage members and increase our numbers and also used our MNA Facebook page and home mailings to get info out. Almost every nurse in the hospital now had on a pin demanding respect for the contract.

Management saw and heard us. They reached out and we worked out a settlement that would ensure that these positions are posted to fill and adhere to the language in the contract. Although the picket did not happen, the idea of it has greatly served its purpose. We organized in a few short weeks, over 600 nurses! We were able to create a change and get the respect our staff, patients and nurses deserve per the contract!

Our work will continue to maintain these connections and communications. We will continue to band together and stay organized to make future changes. We will continue to fight together for the best care for our patients. The more we connect, the more we will know and the more we will continue to grow!

MNA Email Activate Yours TODAY!

CAN'T FIND YOUR MNA EMAIL ADDRESS AND PASSWORD?



Just call MNA Headquarters at 800-882-2056 and press 1 for the Membership Division. Once activated, you can also have your MNA email forwarded to your personal email account for convenience!



Massachusetts Nurses Association

Regional Council 5
Greater Boston



www.massnurses.org/region5

MNA Regional Council Five
340 Turnpike Street
Canton, MA 02021



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Support nursing scholarships.
Details on Page 2.

Save the Dates

For more information on any of these events, contact the Region 5 office.

2019 Council Meetings (Tuesdays, 6 p.m., MNA Headquarters)

May 21 July 16 September 17 November 19

Continuing Ed in R5: More details on page 3.

Substance Use Disorder and Addiction; Nursing Considerations

MNA Headquarters, Canton, MA

April 30, 2019

Beyond the Windowpane: Examining the Complexities of Forensic Nursing Practice

MNA Headquarters, Canton, MA

May 17, 2019

MNA Clinical Conference

DCU Center, Worcester, MA

May 3, 2019, 8 a.m.

MNA Award Nominations Deadline

For more details contact MNA Nursing Division at 781-830-5719.

May 10, 2019

MNF Rosemary Smith RN Memorial Golf Tournament

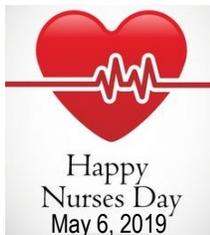
Blue Hill Country Club, Canton, MA

May 20, 2019, 8 a.m.

MNF Scholarship Applications Deadline

For more details contact Massachusetts Nurses Foundation at 781-830-5745.

June 1, 2019 postmark



Dorchester Day Parade

Join or watch us as we march with the MNA mobile unit.

June 2, 2019, 1 p.m.



Roslindale Parade

Join or watch us as we march with the MNA mobile unit.

October 6, 2019, 1 p.m.

MNA Convention

MGM Casino, Springfield, MA

October 16-18, 2019



All the classes listed below are held in each of the five regional offices.

The following is the schedule at the R5 office, Canton

Classes run 5:30-7:30 p.m.
with a light meal provided at 5 p.m.

- **Contract Negotiations.** Mondays: April 8 & 22, May 6, and one more class TBD
- **Labor Law.** Mondays: May 20, June 3 & 17, July 1

To register, contact the MNA R5 office with your name, employer, email contact.
region5@mnarn.org / 781-821-8255



Please bring non-perishable item(s) when you attend events, meetings and programs hosted by MNA Region 5.

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Men and women are requested to avoid wearing scented personal products when attending MNA meetings/programs.