



The Cranberry Scoop

December 2012

MNA Regional Council Three
Newsletter

The Chair's Message Stephanie Stevens, RN

At our Convention in Springfield, MNA leadership asked that the Regional Councils undertake a community service project (November visibility) in the spirit of the Main Street Contract – RNs *Chart a Better Life for All Americans*. Regional Council 3 chose to help out *Independence House*, the only community-based resource on Cape Cod that provides free and confidential services for survivors of domestic and sexual abuse (services are also provided to children of survivors). IH expressed a need for help with their food pantry so we arranged to hold a Food & Diaper Drive on Saturday, November 10 at the Stop & Shop across the street from the MNA office in Sandwich.

I am happy to report that the Drive was a real success. In fact, the results far exceeded anyone's expectations! We delivered a truckload of food and diapers to IH - value estimated at \$4000. In addition, we collected \$450 in grocery gift cards! The staff at IH has never seen anything like it; neither had we.

The generosity shown by the people of Sandwich and surrounding towns was just amazing. Our flyer explained our cause and included a short list of suggested items. People came out of the store with two and three items for our carts and, more often with full bags of food for us. Many actually purchased everything on the list! Several couples came out with two shopping carts loaded and one was for us! A very humbling experience.

We plan to hold two major Food Drives for IH each year – this year, on June 15 (IH has a heightened need heading into summer) and October 19 (a little warmer weather for volunteers) to stock up for winter and the holidays.

In addition, we ask that you bring donations to any of the Region 3 programs and events throughout the year. We collected many bags of groceries, diapers/wipes and personal products as well as generous cash donations at our recent Fall programs. Thank you to all who made these contributions!

And finally, each of our bargaining units will be conducting one to two week drives in their facilities twice per year so that we will be able to maintain a fairly steady supply of goods flowing to the IH food pantry throughout the year (and in between the major food drives).

This was an unbelievable experience and I want to thank our Office Manager, Pat, all the Regional Council members, and especially John O'Brien, who showed us all how it was done and stayed all day handing out flyers and transporting donations to the Region Office. And thank you to Pat and Brian Conway and Cookie for sorting all the donations and procuring a truck (a big, big truck) and delivering the donations to Independence House in Hyannis. I am including some pictures (more on pg. 7) to give you an idea of the magnitude of the giving and I want to encourage everyone to get involved with the next event...it is a heart gladdening experience to see firsthand how highly nurses are regarded by the people under our care.



Stephanie Stevens—Jordan Hospital, Jane Perkins—VNA of Cape Cod, Peggy Kilroy and Beth Piknick—Cape Cod Hospital (l-r) greeted Stop & Shop patrons with a smile!



The Region office was filled to capacity with donations



Rosemary O'Brien (retired) and Jane Perkins (CCVNA) - Rosemary and her husband, John, helped kick off the drive bright and early

Thank You All! Happy Holidays!
In Unity,
Stephanie Stevens RN, CNOR
Chairperson, MNA Regional Council 3

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Labor School Track 2 scheduled for Jan/Feb 2013

Associate Director/Educator Tom Breslin will conduct Track 2 classes in January and February.

The courses are extremely helpful to bargaining unit committee members or peer groups within their facility but any member will find these programs to be a great opportunity to meet colleagues, and to share information and experiences.

Classes are FREE for all MNA members. Each class is approximately two hours long and a light dinner is served 30 minutes prior to each class. A certificate of completion is awarded to members at the end of each track. In addition, members who complete any two tracks will be given an MNA Labor School jacket.

Track 2	Role of the Floor Rep., Grievances and Arbitration
Week 1 Monday, January 14	Role of the Floor Rep., Identifying Grievances vs. Complaints, Review of the Grievance Procedure and Time Lines
Week 2 Monday, January 28	Grievance Investigation and the Right to Information, Discipline and Just Cause, Past Practice
Week 3 Monday, February 11	Writing & Filing Grievances, Preparing the Case, Weingarten Rights, Organizing around Grievances
Week 4 Monday, February 25	Presenting the Grievance, Settling Grievances, Arbitrations, ULPs

Contact Pat Conway, Region 3 Office Manager, to enroll - 508-888-5774 or region3@mnarn.org

Things You Should Know...

Mandatory Overtime is against the law!

**As of November 5, 2012,
it is unlawful for a nurse to be forced
to work beyond his/her regularly
scheduled shift in a hospital.**

**What should you do if mandated
to work overtime?**

**If your manager tries to require
you to work beyond your shift,
please follow these steps:**



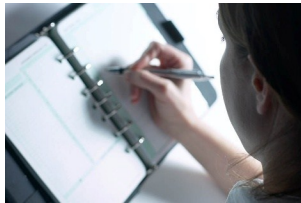
1. Ask the manager if she/he is mandating you to stay. If the answer is NO, it is your choice whether or not you work overtime.
2. If the answer is YES, inform the manager that it is against the law to force you to work past your scheduled shift and it is your right to refuse. If the manager withdraws the mandate, it is then your choice whether or not to work.
3. If the manager, even after being informed of the law, continues to insist that you stay, inform the manager they are violating the law, you are working under protest and you will be reporting the unlawful mandatory overtime to the MNA and to DPH. Follow up by notifying an MNA committee member and then visit the Mandatory Overtime Law page on the MNA website at Massnurses.org where you can file a report online that we will share with DPH.



Save the Dates, etc...

2013

- Jan 14** Labor School Track 2 begins—
Sandwich MA
- Mar 14** CE Program—**Bourne MA**
- Apr 11** CE Program—**Bourne MA**
- May 1** CE Program—**Bourne MA**
- May 10** Clinical Conference—**Worcester MA**
- Jun 6** Deb Walsh Memorial OB/GYN
Lecture Series—**Bourne MA**
- Jun 15** Food & Diaper Drive—**Sandwich MA** (see details pg 7)
- Oct 8-9** 2013 MNA Convention—
Hyannis, MA
- Oct 19** Food & Diaper Drive—**Sandwich MA** (see details pg 7)



**Region Three 2013
Council Meeting Schedule**

January 22
February 26
March 26
April 23
May 28
June 25

No Meetings July & August

September 24
October 22
November 19
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
- Treasurer - Ellen Farley: Middleboro, Unit 7 Chair Designee, MNA Board of Directors
- *Secretary - Rosemary O'Brien: Harwich, MNA Board of Directors
- Louise Bombardieri: Pembroke, Brockton VNA Co-Chair
- Deb Caruso: Brewster, Cape Cod VNA Chair
- Janet DeMoranville: Lakeville, Morton Hospital Chair Designee
- Ruth DiMarzo: East Bridgewater, Good Samaritan Medical Center Chair Designee
- Patricia (Karen) Duffy: Marshfield, Brockton Hospital Chair Co-Designee
- 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 Chair Co-Designee
- *Colette Kopke: Plymouth, Jordan Hospital
- Jean Lessard: Brockton, Brockton VNA Co-Chair
- Joanne Murphy: West Wareham, Jordan Hospital Chair
- *Beth Pkinnick: Centerville, Cape Cod Hospital, MNA Board of Directors
- Nicky Powderly: Forestdale, Falmouth Hospital Chair
- Shannon Sherman: Yarmouth Port, Cape Cod Hospital Chair

* elected/appointed

Pat Conway: Office Manager

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60 Route 6A, Sandwich

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www.massnurses.org/region3



What's the Scoop?

Around The Region

Morton Hospital—The reopener negotiations have officially closed with the change to biweekly paychecks as the only agreement made. Wages, Health Insurance and the Defined Benefit Pension plan were left on the table unsettled. We are now moving directly into full contract negotiations, with our first meeting with the hospital scheduled for December 3. The negotiating team has met several times to organize proposals.

There continues to be very aggressive discipline being handed out, and there are several grievances and arbitrations in the works.

The SEIU was recently voted in for some of the ancillary staff members, and have already had some layoffs!

Respectfully submitted,
Janet DeMoranville, RN
MNA Unit Chair Designee

Signature Healthcare Brockton Hospital— Since December 2011 we have been in negotiations. Absolutely no progress has been made in reaching an agreement for a new contract.

We cannot make an agreement that includes loss of benefits or takeaways. If we suggest a compromise it is met with refusal. Negotiations is not the correct word for this diatribe.

The federal mediator has been brought in to help both sides work toward a resolution. At this time, two meetings have been scheduled; December 5 and 12. Contact a committee member for place and time. This is your contract. The meetings are open to every MNA member.

Please come and support your future contract. We value your input. As always, your committee members are available in between meetings for the contract negotiation updates, your questions and your suggestions.

Respectfully submitted,
P. Karen Duffy, RNC, BSN
MNA Bargaining Committee

VNA of Cape Cod— We have reached a tentative agreement after a long 15 session negotiation and we are planning a ratification vote just prior to Christmas. Most significant is wage increases of: 1% lump sum payment Year 1 (4/1/11-3/31/12) with regular step advancement; Year 2 - new step 11 @ 2% for all nurses who were at last step 9 for >1yr and an evening of the steps between 8 & 9 to 4% with the current step 9 then becoming the new step 10 as of 4/1/12. This also includes regular step advancement; Year 3 - regular step advancement and, effective 4/1/2013, an across the board 1.5%.

Effective 3/31/13, language w/benefits for Hospice nurses participating in the continuous care shift differential; more thorough layoff language; time & 1/2 for Christmas eve and New Year's eve shifts; language that states the nurses will not have to find a replacement for weekend vacation coverage and an agreement from Cape Cod Health Care to allow the VNA nurses to participate in the Coalition Bargaining process that will be convened to address medical and dental insurance plan design. This means we were able to forestall the VNA from increasing our insurance premiums at this time. We also fought back elimination of our productivity language and implementing a GPS monitoring system for the union nurses.

VNA is continuing to hire into the fall so we are hoping for a promising winter. Hopefully, our labor management meetings will resume soon w/our contract ratification so we can address some housekeeping issues that have been sidelined while in negotiations.

I also want to take this time to remind all of our nurses that we worked long and hard for language that addresses liability with our equipment. Just because management might say you are at fault for any damage, this does not necessarily mean that you are indeed liable for any damage payment. Please contact your MNA rep to report these occurrences asap to discuss your rights and responsibilities. We see things differently than management does and that language is there for a reason.

Respectfully submitted,
Deb Caruso, RN
MNA Unit Chair



What's the Scoop?

Around The Region

Cape Cod Hospital—The Executive Board here at Cape Cod Hospital has been informed that CCH is planning on closing the Endoscopy Unit and outsourcing the service by buying a local GI endoscopy center. This means a reduction in force in a unit that has some of the highest seniority nurses at the hospital. Management has not given an expected date yet for the closure but as you can imagine, a bump of this magnitude has the possibility of affecting the whole hospital nursing staff. The Executive Board and the MNA is fiercely fighting this closure and we will be meeting with hospital management and the nurses frequently.

Respectfully submitted,
Shannon Sherman, RN
MNA Unit Chair

Martha's Vineyard Hospital— Martha's Vineyard Hospital has continued to be busy right through the fall, especially the E.R. The hospital was recently given a most improved hospital award by Press Ganey. A few staff nurses along with administrators traveled to Washington DC in November to attend conferences and pick up the award.

Meetings start next month in preparation for contract talks later this year.

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

<https://www.facebook.com/massnurses>



**You don't have to be a
member of facebook
to view the page**

Have you activated your MNA email account yet?

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.

These email addresses will not be provided to anyone outside of the MNA. By limiting our email correspondence to you, it is our hope that it will serve as a rapid mechanism for communication for your elected leadership when an issue of importance arises. **If your email is not activated, you will not receive that information.**

Don't want to have to monitor two different accounts? No problem! Simply set up your MNA email so that messages are **automatically FORWARDED** to your existing email address (i.e. Hotmail, Yahoo, Comcast, AOL or other home-based account).

**Email techsupport@massnurses.org
to get set up!**

We'd love to hear from you!

The Cranberry Scoop is published four times per year by Regional Council 3. It is a publication made available to MNA Region 3 members as a means of communicating information and topics of interest relative to our region and we invite members to submit writings to the newsletter, especially through the editorial voice.

We reserve the right to edit all submissions for brevity, content and clarity. Include a daytime and evening telephone number.

Email to region3@mnarn.org or please sign your submission and mail to MNA Region 3, P O Box 1363, Sandwich, MA 02563



Spring 2013 Preview Region 3 Continuing Education Programs

Register early! Walk-ins Not Permitted

March 14, 2013

(Snow Date—March 21, 2013)

Childhood Mental Health—Implications For Nursing

Presenter: Ann Polcari, Ph.D., PMHCNS-BC

April 11, 2013

What's Bugging You?

Nursing Considerations in Insect and Tickborne Illness

Presenter: Alfred DeMaria, Jr., M.D.

May 1, 2013

Addictions: A Comprehensive Approach for Nurses

Presenters: Donna Whit, Ph.D., RN, CS, CADAC

Deidre Houtmeyers, RN, MS, CAS, LADC-I

Colleen LaBelle, RN, MSN, CARN

Michael Botticelli, MEd.



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.

COMMUNITY CORNER

The Cranberry Scoop



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

Nurses, by their very nature, are caring, compassionate and generous. Your patients know this. They're comforted by your kindness, motivated by your encouragement and confident in your guidance. Your patients are your community and, while in your care, you are the center of theirs. Even those who rarely cross the path of a nurse (so healthy; so fortunate!) are keenly aware of the valuable care you provide through the praises of a relative or friend who is/was your patient. And your generosity doesn't go unnoticed. With little fanfare, you devote time, goods, money and labor to benefit your communities, your patients and sometimes those in great need that may be thousands of miles from here.

This is surely the explanation for the outpouring of support for nurses from your patients and your communities whenever you bring workplace issues to the forefront. Your communities trust that you have their best interests at heart when you speak out on issues such as nurse/patient ratios and mandatory overtime and they step up to amplify your message, hoping to effect the changes you believe are vital to their quality of care and wellbeing.

One of your Regional Council's primary functions is to facilitate charitable contributions and service in the region. For many years, the Regional Council has funded member scholarships via the **MA Nurses Foundation (MNF)**, the **AEDs For Life Campaign** for non-profit organizations, and the **Plymouth/Bristol Labor Council Annual Toys For Troops** program. More recently, and in the spirit of The Main Street Contract, the Council chose to focus efforts on **Independence House**, the only community-based resource on Cape Cod that provides free and confidential services for survivors of domestic and sexual abuse (services are also provided to children of survivors).

FOOD DRIVE
The MNA Nurses on Cape Cod/Southeastern Massachusetts are Collecting Food & Diapers for Independence House

How can you help?
Please purchase and donate one or more of the following items which are most needed by the food pantry:

- Pasta / Sauce
- Peanut Butter / Jelly
- Cereal
- Crackers / Snacks
- Canned Fruits / Vegetables
- Soup / Rice
- Juice (cans/bottles, not frozen)
- Diapers / Wipes

Monetary donations also accepted.

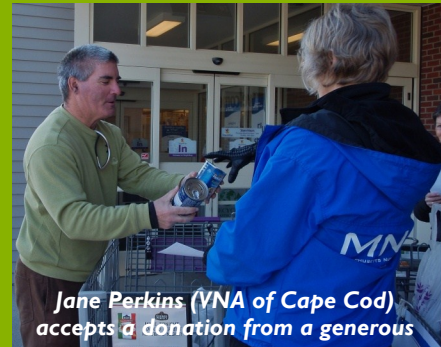
Your Donations will benefit
Independence House, the only comprehensive community-based resource on Cape Cod that provides free and confidential services for survivors of domestic and sexual abuse. Services are also provided to children of survivors.

THANK YOU
for helping!

Please bring donations to any Region 3 program or event
Volunteers will be needed for Food and Diaper Drives June 15 and Oct 19



John O'Brien of Harwich,
Pat Conway Region 3 Office Manager



Jane Perkins (VNA of Cape Cod)
accepts a donation from a generous

AED's For Life Campaign

If you have suggestions for other worthwhile community service projects for consideration, please submit details in writing to the Region 3 office

MNA Region Council 3
P O Box 1363
Sandwich MA 02563

Regional Council 3 will reimburse a non-profit, housed within the region and having a minimum of 25 members, up to 50% of the cost of an AED (new, not previously purchased) to a maximum of \$800. Up to 5 grants available per fiscal year.

Applications and instructions available online:
www.massnurses.org/region3

Plymouth Bristol
Central Labor Council with
Senator Marc Pacheco

Holiday Toys For Troops



Donations Accepted
Sept—Nov each year

- New, unwrapped toys for children of any age
- Gift cards (perfect for teens!)



Regional Council 3 funds 10 scholarships totaling \$16000 annually:

- RC 3 Scholarship for MNA members pursuing a nursing degree (3 @ \$2,000)
- RC 3 Scholarship for MNA members pursuing a MSN/PhD (3@ \$2,000)
- RC 3 Scholarship for MNA member's children pursuing a nursing degree (4 @ \$1,000)

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

The Cranberry Scoop

The official Newsletter of MNA Regional Council Three

We're on the Web!
www.massnurses.org/region3



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

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Region 3 Quarterly Newsletter

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