

REGION FOUR NURSE

UNITED PROFESSIONALS

SUMMER 2012

REGION 4 WELCOMES TWO NEW BARGAINING UNITS - HOLY FAMILY HOSPITAL AND HAVERHILL SCHOOL NURSES

In the past year, while union members all across our nation, have struggled, these nurses have displayed their courage and determination by voting for the MNA to represent them in collective bargaining.

They see it as the surest way to protect their patients and their professional practice, while also working to enhance their wages and working conditions. **Bravo!**

SPOTLIGHT ON THE 400 RN'S OF HOLY FAMILY HOSPITAL IN METHUEN



Members of the Holy Family Hospital Negotiating Committee

It's a tough job negotiating a first contract with Steward Health Care, the for-profit company which purchased Holy Family Hospital along with all the Caritas hospitals previously owned and operated by the Archdioceses of Boston. But these nurses are up to the challenge.

The Holy Family MNA Nurses' Negotiating Committee, supported by MNA professional staff including labor, nursing and others, have been meeting with Steward/Holy Family Hospital management team for seven months with the goal of reaching a fair agreement. These HFH leaders and the nurses they represent are undaunted. Many contract issues have been settled but, as is often the case, the most substantial issues, like salary and staffing, are still outstanding.

The Committee relies upon the solidarity of their colleagues who remain resolved that, as the professionals who deliver most of the hospital care to patients 24/7, they are entitled to have a voice in how hospital resources are allocated to assure patient safety and the well-being of the registered nurses who

give everything they have every single day and night to care for patients and keep them safe.

Remember colleagues **you are not alone**. Nearly 4,000 MNA colleagues in Region 4 are with you. We're here to support you in any way we can and we look forward to celebrating with you on the day you sign your first contract. Stay Strong!



Holy Family MNA Committee Members with Baskets for Nurses

INSIDE THIS ISSUE

News from our Bargaining Units	page 2
Convention and CE Benefits	page 3
Wilmington School Nurses Go Public on Pay Parity	page 4
Relaxation and Stress Reduction Classes	page 5
Fall CE Programs	page 8



Anna Jacques Hospital

Construction and renovation of the hospital continue. Copies of the latest contract were handed out at an open meeting in May at which Donna Kelly Williams, MNA President, was our guest. She fielded questions from members and spoke about the Main Street Campaign and the Robin Hood Tax Initiative. Negotiations for our next contract will start in the fall.

Bedford Public Health

No report.

Commonwealth of Mass/Unit7 Tewksbury Hospital and Hogan Regional Center

No report.

Gloucester School Nurses

No report.

Haverhill School Nurses

Negotiating first MNA contract.

Holy Family Hospital

Making progress in negotiating first contract.

Lahey Health System/Beverly and Addison Gilbert Hospitals

Negotiation Committee elections were held in June. We have five new members. Two RNs have stepped forward for the Labor-Management Committee. We are waiting to see the impacts of the merger with Lahey Clinic. Many grievances are being filed. A new two-part program has been developed to decrease mandatory overtime: voluntary call and urgent staffing pay.

Lawrence General Hospital

Ratified two-year contract which includes successorship language and 1% salary across-the-board increase in each year and 0.5% raise/year for

those at the top of the salary scale.

Lawrence Health Department

Nursing staff continue to be involved in public health issues affecting the diverse population of Lawrence. The bargaining unit continues to pursue a new contract (prior contract extension ended 2012). No plans for negotiations have been made

Merrimack Valley Hospital

We are awaiting dates to begin negotiations with Steward Health Care. Our hospital continues to have issues with floors opening and closing and re-opening and consolidating which is affecting patient care and staff morale. Nurses are standing strong for ethical practice and patient safety.

Methuen School Nurses

We will resume negotiations in September. Our one-year contract expires on August 3, 2012.

North Shore Medical Center/Salem Hospital

A tentative agreement was voted down by membership this spring. Negotiations have resumed with a mediator.

Wilmington School Nurses

We have been without a contract for 10 months despite negotiations since February 2011, several unsuccessful mediation sessions with a representative from the State Labor Relations Board. We are set for fact-finding in mid-July. MNA placed a full-page ad in the local newspaper clearly defining the nurses' main issue (*see P. 4*). All other licensed professional educators in the school district are paid on a separate, higher pay scale than the school nurses. Our goal is pay equity.

Got a question or issue about MNA Membership or Dues?

If you're in Massachusetts,
call 1-800-882-2056.
Calling from out-of-state, it's
781-821-4625

*Without good and
careful nursing
many must suffer
greatly, and
probably perish,
that might have
been restored to
health and comfort,
and become useful
to themselves, their
families, and the
public, for many
years after."*

*~Benjamin
Franklin (1751)*

REGION 4 BENEFITS TO SUPPORT YOU AND YOUR PROFESSIONAL PRACTICE

Going to Convention? Need some encouragement?



- Labor and Continuing Education Programs
- Connecting with Other Nurses
- Connecting with MNA Staff
- Recognizing Outstanding Peers
- Determining the Course of MNA

Region 4 will reimburse up to \$250 per Region 4 member for Convention expenses to attend the MNA Convention and Business Meeting

October 3, 4* and 5
Sheraton Springfield Hotel

**MNA Business Meeting is at 2 p.m. on October 4 and there's no charge*

This benefit is available to the first 75 Region 4 members who register by contacting Region 4 at 781-584-8012 or region4@mnarn.org.

For full information on Convention, how to register and book hotel, visit www.massnurses.org.

We know how busy you are

.....but don't miss this



Have YOU Heard about the \$100 CEU Benefit from Region 4?

All Region 4 members are eligible for up to \$100/year in reimbursement costs for CE programs, certification or APN licensure.

Get more info and an application

Contact Region 4 at 781-584-8012, region4@mnarn.org or visit us on the web: www.massnurses.org/region4

WILMINGTON SCHOOL NURSES GO PUBLIC IN FIGHT FOR PAY PARITY WITH TEACHERS AND ALL OTHER PROFESSIONALS IN SCHOOLS

In June, MNA ran this full-page ad in the Wilmington newspaper. This issue impacts all Region 4 school nurses in Gloucester, Methuen, Medford, Haverhill and Bedford. These are small bargaining units that need our support to help make their voices heard. If you live in one of these communities, speak up to your School Committee to show solidarity with your professional nurse colleagues who are undervalued and underpaid.

**Dear Wilmington Residents,
Why does the
Wilmington school
committee refuse to
pay its school RNs a
professional wage?**



School nursing is one of the most challenging and rapidly changing specialty areas in health care today. Why? Because schools have seen dramatic increases in the number of medically fragile children who are in the classroom, including children with Type 1 diabetes, life threatening allergies, asthma, seizure disorders, and feeding tubes.

School RNs are required to be licensed educators by the state Department of Elementary and Secondary Education (DESE). But school RNs must ALSO be licensed professional nurses by the Board of Registration in Nursing. In other words, being a school RN requires dual licensure.

Yet, in Wilmington, school RNs are the *ONLY* education professionals who are NOT paid on the same wage scale as other licensed educators.

Paid on the same professional wage scale:	Segregated & denied access to the professional wage scale:
<ul style="list-style-type: none"> • Speech & Language Therapists • Counselors • Psychologists • Classroom Teachers • Specialist Teachers • Social Workers • Physical Therapist 	<ul style="list-style-type: none"> • School RNs

The school committee has told the school RNs — who have been without a contract for over nine months — that “philosophically” they do not believe the school RNs should be paid the same as all other licensed educators in the district. Rather, it has chosen to retain a labor attorney and undergo the “fact finding process” in its ongoing effort to deny nurses access to equal, professional pay. This process will cost the town taxpayers significantly more than settling the nurse’s contract.

In other words, the school committee will spend thousands of tax dollars to deny school nurses equal pay.

**In solidarity,
The Wilmington School Nurses**

STRESSED



OUT ???

Learn Easy-to-Use Techniques to Reduce Stress

Relax
and
Revive



Renew
Your
Energy

**Region 4 is offering six weekly classes/group meetings I
in our Lynnfield office this Fall
Thursdays from 5:30-7 p.m.
September 13, 20, 27
and
October 18, 25, and November 1
A minimum of three classes is recommended
Experienced teacher Ellen Skryness MEd, MPH
Free for Region 4 Members—Space is limited. Register now.
Advance registration and \$10 deposit for each class is required.
TAKE CARE OF YOURSELF!**

Name _____ Phone _____

Email _____

Street _____ City/TownStateZip _____

Place of Employment _____

Send registration and a *separate check for \$10 for each class* you wish to attend to:
Region 4 MNA, 50 Salem Street, Building A, Lynnfield, MA 01940.
More info: region4@mnarn.org or 781-584-8012

THINGS YOU SHOULD KNOW...

Massachusetts
Nurses
Association



National
Nurses
United

www.massnurses.org

Here's just a sampling of helpful information, forms and other resources you'll find...

Bargaining Units

Members can get the latest news and information regarding your bargaining unit by logging in to your **my MNA** account.

You can also download **Unsafe Staffing Forms**, access the **Labor School calendar**, and keep up to date on **Labor Action News**.

Review Your Role as a Union Member here:

The most important thing to know about your union is that **YOU are the union.**

A union is only as strong, effective and powerful as the members who participate in its operation and activities. You can best exercise that power by being informed, involved and active in your union. Every member can take a number of simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues.

These steps include:

- Read your contract and keep it handy
- Submit ideas for contract proposals
- Go to your union leadership if you have a question
- Attend meetings
- Read newsletters, E-Mails, etc.
- Participate in and vote in the election of leaders of your unit
- Participate in the activities of the bargaining unit
- Be politically informed and involved

<http://massnurses.org/labor-action/unsafe-staffing-forms>

Nursing Resources/Nursing Practice/Nursing Issues The following articles address some of the common issues for nurses

- MNA Position Statement on Medication Error
- MNA Position Statement on Conscious Sedation
- Why You Need Your Own Liability Insurance and Common Misconceptions
- Nurses' Six Rights for Safe Medication Administration
- Rapid Response Teams: Passing fancy or future standard?
- Reconciling medications: whose responsibility is it?
- Mass BORN joins MNA in questioning role of paramedics in ICUs and ERs
- Accept or Reject an Assignment

Nursing Resources/Continuing Education: The MNA offers cutting edge programs to sharpen nurses' skills

To accommodate our membership, MNA offers a variety of nursing courses, in a number of formats. Relevant workshops, conferences and seminars are offered on a broad range of issues for nurses in all practice areas throughout the year at the MNA Canton Headquarters, at regional locations and online. Members are entitled to attend any CE program, regardless of their regional assignment

Just click on the **Course Calendar** to view scheduled programs and you can download the **registration form** there too!

<http://www.massnurses.org/nursing-resources/continuing-education/courses>

Region 4 Information

<http://www.massnurses.org/region4>

Benefits and Applications

News and Photos

Schedule of meetings and events

Did you misplace that copy of MA Nurse Advocate Magazine, want to apply for a scholarship, run for an MNA office or see what's going on in other MNA regions? You'll find all of that, and more, on the MNA website. Newsletters, articles, forms and most publications are linked so you can download easily!

REGION 4 INFORMATION

REGIONAL COUNCIL 4

CHAIR: PATTY COMEAU

CHAIR OF METHUEN SCHOOL NURSES

VICE-CHAIR: BRIAN ZAHN

LAWRENCE PUBLIC HEALTH

SECRETARY: MAUREEN TRAVIS

CHAIR OF WILMINGTON SCHOOL NURSES

TREASURER: MARSHA FROBURG

ANNA JAQUES HOSPITAL

JEANINE BURNS, CO-CHAIR OF
NORTHEAST HEALTH SYSTEM/
ADDISON GILBERT HOSPITAL

TRACY FERNALD, CHAIR OF
BEDFORD PUBLIC HEALTH

MARIE FREEMAN, CO-CHAIR OF
NORTHEAST HEALTH SYSTEM/
BEVERLY HOSPITAL

JUDI GROSS, LAHEY HEALTH SYSTEM/
ADDISON GILBERT HOSPITAL

KAY MARSHALL, ANNA JAQUES HOSPITAL

TAMMY NORMAND, CO-CHAIR OF
GLOUCESTER PUBLIC SCHOOLS

FRAN O'CONNELL, CO-CHAIR OF
NORTH SHORE MEDICAL CENTER/
SALEM HOSPITAL

NORMA OUELLETTE,
LAWRENCE GENERAL HOSPITAL

CHARLIE PALMER, UNIT 7 DESIGNEE,
CHAIR OF TEWKSBURY HOSPITAL, DMH

KATHY RENZI, CO-CHAIR OF
MERRIMACK VALLEY HOSPITAL

RITA STOGRYN, RETIRED FROM
MERRIMACK VALLEY HOSPITAL

PATTY SULLIVAN, CHAIR OF
LAWRENCE GENERAL HOSPITAL

REGION 4 MEMBERS ARE ALWAYS WELCOME AT MEETINGS OF REGIONAL COUNCIL 4.

Bring us your issues and needs,
learn what is happening around our Region
Please let us know if you plan to attend.

2012

Thursday, September 6

Thursday, October 11

Thursday, November 8

Thursday, December 13

2013

January/February TBD

Thursday, March 14

Thursday, April 11

Thursday, May 9

Thursday, June 13

HOW TO REACH US

REGION 4 MNA
50 SALEM STREET, BUILDING A
LYNNFIELD, MA 01940

781-584-8012

FAX: 339-440-5830

REGION4@MNARN.ORG

OFFICE MANAGER
PEGGY O'MALLEY RN

FALL 2012 CONTINUING EDUCATION PROGRAMS IN REGION 4

The Massachusetts Nurses Association will provide these continuing education programs in Region 4. Please go to www.massnurses.org for more information on these programs.

September 19 • 5-8:30 p.m.

Childhood Mental Health: Implications for Nursing
Salvatore's Function Facility • 354 Merrimack Street, Lawrence.

October 16 • 5-9 p.m.

Vaccine Preventable Disease Update:
Measles, Pertussis, Herpes Zoster and Human Papillomavirus
Angelica's Restaurant and Functions 49 South Main Street (Route 114), Middleton.

November 13 • 5-9 p.m.

What to Do When the Massachusetts Board of Registration in Nursing (BORN) Comes Knocking
Danversport Yacht Club, 161 Elliott Street (Route 62), Danvers.

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



Regional Council Four
340 Turnpike Street
Canton, MA 02021



PRSR STD
U.S. Postage
PAID
Permit #63
Canton, MA 02021