



Regionally Speaking

VOLUME TWO, ISSUE FOUR • Fall 2011

Council Members

Fabiano Bueno, Chair
Boston Medical Center

Ginny Ryan, Vice Chair
Faulkner Hospital

Betsy Prescott, Secretary
St. Elizabeth's Medical Center

Dan Rec, Treasurer
Faulkner Hospital

MNA Board Rep (2011-2013)
Dan Rec

MNA Board Rep (2010-2012)
Barbara Tiller

At-Large (2011-2013)
Joan Ballantyne & Betsy Prescott

At Large (2010-2012)
Karen Coughlin & Liz Kendrick

Each of these Region 5 facilities holds
an elected voting representative at
Region 5 council meetings:

American Red Cross
Boston Medical Center
Boston VNA
Brigham & Women's Hospital
Cambridge Hospital
Carney Hospital
Norwood Hospital
St. Elizabeth's Hospital
Dana Farber Cancer Institute
Dialysis Clinic, Inc.
Faulkner Hospital
Harvard Vanguard Medical Associates
Kindred Health Care—Braintree
Medford School Nurses
Newton Public Health
Newton-Wellesley Hospital
Quincy Medical Center
Radius—Boston
Radius—Quincy
Somerville Hospital
Tufts Medical Center
Whidden Memorial Hospital
Unit 7 Representative

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CHAIR'S MESSAGE

It isn't making mistakes that's critical; it's correcting them and getting on with the principal task. —Donald Rumsfeld

Times have changed in health care. As direct care givers of the clients we serve, nurses have witnessed changes on the delivery of the care to our clients. We have gone from paper to computer. We now have access to smart pumps, bar coding and scanning of most every single task we perform to ensure the hospital has ways to charge for the services provided by us. What the hospital doesn't have is a form to charge for the time, compassion, touch and the unspoken relationship we develop with our clients. Technology has advanced in order to improve financial gains and maybe to secure our clients from some mistakes that happened in the past. There is the human factor we live with and no one can deny that we nurses are humans and we, as well as anyone else, can make mistakes. Mistakes that indeed can harm our clients.

The definition of a medication error as approved by The National Coordinating Council for Medication Error and Prevention is "...any preventable event that may cause or lead to inappropriate medication use or patient harm, while the medication is in the control of the health care professional, patient, or consumer. Such events may be related to professional practice, health care products, procedures and systems including: prescribing, order communication, product labeling, packaging and nomenclature, compounding, dispensing, distribution, administration, education, monitoring and use."

Detection, reporting and analysis of medical errors are vital to ensure patient safety. Staff self-reporting is currently the most common method used to identify medication errors (97%). However, it is likely that fewer than 50%

of errors are actually reported. Although clinicians and other healthcare workers should communicate the occurrence of medication errors and adverse events directly, this method, when used alone, is clearly inadequate. In a prospective hospital study, traditional screening methods detected few adverse drug events, whereas many were detected by professional voluntary reporting. Many events are detected with a computerized adverse drug event monitoring system. The most common drug classes involved were analgesic, anti-infective and cardiovascular agents. A study directly compared computer-based adverse drug event monitoring with chart review and voluntary reporting. Interestingly, the computer monitor identified fewer adverse drug events than chart review but many more than voluntary reporting. In addition, the overlap among the adverse events identified was small, suggesting that adverse drug events may be routinely underestimated. The general recommendation of reporting errors is advised but this practice gets complicated by a litigation system that encourages secrecy. Insisting that physicians have an ethical duty to report injuries resulting from medical care leads to fear of malpractice litigation. Due to this dilemma, it has been suggested that medical leaders must address liability reform as part of the overall solution to the problem of medical errors.

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Fabiano Bueno
Region 5 Chair

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Convention Reimbursement

Deadline: February 2012

download a form at

www.massnurses.org/region5/forms

2011 MNA Convention Highlights



MNA Region 5 hosted this year's convention held October 5, 6 and 7 at the Newton Marriott. Your input was put into action by the R5 Convention Subcommittee. Here is a recap of the events sponsored by MNA Region 5:

Welcome to R5 Reception, 10/4/11

Over 100 people attended this successful fundraiser cookbook sales kick-off. This reception featured five appetizers; the Marriott chef selected recipes submitted by MNA members from the cookbook. There was nothing but rave reviews on the highlighted recipes: Avocado Dip by **Ketline Edouard** of Boston Medical Center; Best Ribs Ever by **Gloria Chin-Jackson** of Radius Specialty Boston; Betsy's Burgundy Meatballs by **Betsy Prescott** of St. Elizabeth's Medical Center; Chicken Wings by **Paula Ryan** of Quincy Medical Center and Eggplant Tapenades by **Ginger Hunt** of Norwood Hospital. Attendees tried samples of beer and wine while enjoying the yummy foods and live music performed by Myles Sweeney. A Greater Boston Food Bank representative was there and pulled the winner of our cookbook participant drawing, **Leslie Connelly** of Boston Medical Center. Leslie won a \$100 Cheesecake Factory gift card! You will need to buy your own copy of the fundraiser cookbook to get these and more fabulous recipes. All proceeds to benefit the Greater Boston Food Bank. Cookbooks are still available—contact the Region 5 office to purchase one for yourself and more for gift-giving.

As a welcome gift, MNA Region 5 distributed soup/beverage mugs to all convention attendees on Thursday, 10/6/11. We will be raffling *Region 5 packages* at upcoming educational programs, while supplies last. The Region 5 package will include this sought-after mug, 2012 planner and other Region 5 promotional items.

Awards Dinner, 10/5/11

Pictured here are a few members honored that night: scholarship recipient Maureen Plunkett (L) with fellow MNA member Barbara Tiller; scholarship recipient Derek Cummings with his wife; scholarship recipient Bonnie Messina (C) with her mother and husband; award recipient Cindy Yasuda (L) with fellow MNA member Katie Christopher. This event was sponsored in part by Region 5.



Region 5 Fun Night, 10/6/11

The Region 5 Convention Subcommittee put your ideas for fun into action for this nurses' night out. Members danced to the tunes of DJ Ed Regal of Dorchester. Patient members waited to engage in the artwork of two local (Boston) vendors. Nomad Heart Henna created beautiful temporary henna tattoos. Designs ranged from suggested art samples by the artist to Boston Bruins and MNA logos. Colorful name art was transformed before our eyes by artist Chuanhai Wang. We all enjoyed looking at the beautiful art worn by (tattoos) or carried by (name art) members and staff. Many of you visited the photo booth and went home with a strip of photo memories. The Region 5 logo was imprinted on the bottom of your photo keepsake. (Some of the actual pictures from that night are shared with you here at the top of this page.)

Quack, Quack Mangia, Mangia Duck Tour, 10/7/11

At the end of the convention, a private bus brought us to Maggiano's Restaurant in Boston for a family-style lunch. Then the 59 of us boarded two ducks for a tour around Boston. The weather cooperated and we enjoyed the sites on a beautiful fall day. The private bus transported us back to the Newton Marriott.

Reminder to convention attendees! R5 members are eligible for convention reimbursement. Contact the R5 office or visit the R5 website, www.massnurses.org/region5/benefits, for more information and reimbursement forms. Thank you for all your input. We hope you enjoyed yourselves. Next year, spread the word about this great experience by encouraging your colleagues to attend.



Your Region 5 Convention Subcommittee,
Joan Ballantyne Dan Rec
Fabiano Bueno Ginny Ryan
Patricia O'Neill Susan Wright Thomas

Convention Reimbursement Forms available at www.massnurses.org/region5/forms - Deadline February 1, 2012

Check Out Who's Doing What After Work...

Do you or someone you work with volunteer for a cause or organization? We want to share the volunteer work of our MNA colleagues with all Region 5 members. Here's who's doing what:

Michelle Alexis-Telfort, Boston Medical Center

Come help support orphans in Haiti. The **Nurses Care for Haitian Children** orphanage in Port-Au-Prince enables children to live in a safe supportive environment with access to food, education and medical care (www.nursescare4haitianchildren.org).

See page 6 for details on our holiday drive to be held Nov.28 - Dec. 2 at all R5 facilities.

PLEASE JOIN US FOR:

nurses CARE for Haitian Children

2nd Annual Holiday Fundraiser

DATE: December 3rd, 2011

TIME: 7:00pm - 11:00pm

LOCATION: Son's of Italy
120 Quarry
Quincy, MA 02169

COST: \$30

~DINNER ~
~LIVE ENTERTAINMENT ~
~INSPIRATIONAL SPEECHES ~
~SILENT AUCTION ~ RAFFLES~

Contact:
Sabina Bien-Aime 617-312-8131
Michelle Telfort 774-218-1228
Nancy Noble 781-424-4743

100% OF THE DONATIONS ASSIST
THE HAITIAN ORPHANS



Maryanne Fiorino, Boston Medical Center

Please help me make a difference with making a small donation to a disease that just keeps hitting closer and closer to homes, families, friends and more. Something needs to be done. I am making stride in my goals to help fight cancer. Now I need everyone else's help. All donations to the **American Cancer Society** are welcome! Thank you.

Visit http://main.acsevents.org/site/TR?px=18267743&pg=personal&fr_id=36136&fl=en_US&et=hREOmh2WIIgOrNZ8MOKzBA&s_tafId=802903.

Angela Acosta Rosales, Cambridge Hospital

Angela registered to volunteer for the 2011 **Susan G. Komen 3-Day for the Cure Boston**. Although she had forgotten to bring her nursing license on the first day, she returned the next two days to be a part of the medical team for the rest of the event. Here are some words she reported to us:

"...I was so impressed; in general 2011 Komen 3-Day Boston was very well organized. I was amazed to see the hope and courage of everyone and every where during the event. I am planning to be part of the team for the next year."

Please consider volunteering as a medical volunteer for one day or medical crew (all three days). Medical crew volunteers receive 27 CEUs. Next year's Boston event is scheduled for July 27-29, 2012. Contact the MNA Region 5 office for details.



Please contact the Region 5 office to tell us if you are participating in a fundraiser and would like your cause and sponsorship advertised (for free) to thousands MNA members in a future R5 newsletter. (MNA reserves the right to edit all submissions for brevity, content and clarity.) Quarterly newsletters are issued and delivered in the months of January, April, July and October. Deadline for submission is the 15th of the month prior to issuance.

Chair's Message (continued from page 1)

The scope of the medication errors problem and its potential impact on patients is unfolding gradually but many questions remain unanswered. It is clear that with increasing patient age and the frequent prescribing of multiple medications, concerted efforts for prevention, reporting, and management must be undertaken nationwide. Improvements will be required in the epidemiological evaluation of medication errors to determine prevalence rates accurately and implement prevention policies. The general recommendation is to report calls for more systematic approaches

to the prevention of injuries due to medication error including the use of computer systems to prevent such injuries. These systems, however, are costly to develop and maintain, and healthcare insurers and employers have shown limited interest in supporting them. All parties (payers, healthcare providers and employees) have a vested interest in avoiding medical errors and their consequences. Creative solutions to funding these efforts must be made a priority.

Finally, the problem of medication errors must be introduced to healthcare

professionals early in their training and the principles reinforced repeatedly. The medical community can reduce the frequency and clinical impact of medication errors by enhancing error detection rates, using appropriate methods for reporting errors and implementing safer methods of drug ordering, dispensing and tracking.

Some institutions are more punitive than others. Some offer support to the practitioner who was unfortunate to experience making a mistake. Investigation sometimes is done with the intent to protect the client but results in adversely affecting the practitioner. ■

Bargaining Unit Updates



American Red Cross. No report submitted.

Boston Medical Center submitted by Lisa Sawtelle. We have been polling the MNA nurses before we begin negotiations, if they returned their surveys. We presented people with a new MNA/NU scrub shirt. We then decided that once a week we would wear our shirts to show some much-needed unity. This was met with by management with threats of discipline if people did not remove their MNA scrub. People have been wearing MNA scrubs at BMC for over 10 years. A charge has been filed with the NLRB. We continue to work in a punitive environment post RIFs. We are also seeing increased needs list for people to pick up time and are being told it won't be OT, because it is a known hole. We have language in our contract that states if you are contacted within 48 hours to work a shift, it is OT. The hospital has continued to work with the "staffing on demand" often closing floors for an entire weekend.

Boston VNA. No report submitted.

Brigham & Women's Hospital. No report submitted.

Cambridge Hospital submitted by Susan Wright Thomas. A RIF at the end of August affected 20 nurses. We are hoping to have all placed in positions by 9/25/11. There is still no movement on the contract that expired 6/30/2010. CHA contends that the only issue for discussion is retiree health insurance, an issue still in litigation. MNA has won a judgment in its favor, however CHA has appealed. MNA requested dates for bargaining and proposed a reopener if CHA prevailed on appeal, but CHA declined to bargain on this basis. MNA has filed a charge with the CERB. Several grievances involve the posting of Management positions assuming bargaining unit work. Appropriate unfair labor charges have been filed.

Carney Hospital. No report submitted.

Dana Farber Cancer Institute. No report submitted.

Dialysis Clinic, Inc. submitted by Peter Costello. The nurses at DCI Boston recently elected to forgo a raise and extend the current contract one year. This decision came after considering the financial situation at our clinic and resulted in a majority decision to put the best interests of the patients ahead of our need for a raise. DCI Boston, a non-profit organization, recently celebrated its 25th anniversary providing high-quality care to patients with end stage renal disease. Nurses, doctors and support staff gathered at Maggiano's Italian Restaurant in Boston for a great night of food, wine, pride and fun!

Faulkner Hospital submitted by Dan Rec. The friendly Faulkner is still friendly. Currently we have a consulting firm looking at all aspects of the hospital to see if

we can decrease cost. We do not know what will happen with this. Our contract expires in October. We started negotiations last month and hope it will go well. We donated baskets to the MNF for the MNA convention silent auction. Time clocks are still an issue in some areas.

Harvard Vanguard Medical Associates no chair/designee, no report submitted.

Kindred Health Care—Braintree no chair/designee, no report submitted.

Medford School Nurses. No report submitted.

Newton Public Health submitted by Sue Riley. The Newton Public Health and Human Services Department school and public health nurses have reached an agreement for a three-year contract. This contract will go through 6/30/14. Ted Burke and the union reps. worked very hard with the city to get a fair and equitable agreement. The Newton nurses are some what unique in the fact that all but one work in the schools but they are city employees. A lot of creativity had to go into their new plan.

Newton-Wellesley Hospital submitted by Connie Hunter. NWH bargaining unit nurses met on 9/20/11 to discuss the hospitals plan for "innovative units" to start on 4 West (Oncology) and 6 East (Orthopedics). This is a change in nursing practice. The hospital has been vague about its plan. The MNA leadership assured the nurses that they are working hard on getting more information from

the hospital as to its new plan and what this would mean for the nursing care of the patients at NWH. The MNA leadership also assured the nurses that they would not allow a plan to go into effect that would increase the assignment of patients given to a nurse. A petition will be issued by the MNA bargaining unit to the hospital administration and the nurses will wear buttons that say *Every Patient Deserves a Nurse*. MNA leadership will meet with the hospital in October to begin to negotiate this change in nursing practice at NWH.

Norwood Hospital submitted by Joan Ballantyne. Life at Norwood, like so many other facilities currently, is more than a little stressful. We have a new computer system, dare I say up and running. Kronos is 'live' and the plan is to have the EICU fully installed and functioning in the next few months. Patient to staff levels are increasing; we are being encouraged to do more with less and, of course, "don't forget to badge out for lunch." Our meetings with management so far have been less than fruitful but hope springs eternal. We have a meeting planned to discuss the Kronos system, contract standardization and our defined benefit pension, living to date only in the land of mediation. Stay tuned, you know there will be more to come. Finally to quote Mark Twain "It's not the size of the dog in the fight, it's the size of the fight in the dog." Woof, woof.

Quincy Medical Center submitted by Joanne Hart. QMC nurses are holding their breath, waiting for Steward's arrival on October 1. Without a signed agreement here, we are expecting the worst! The QMC bargaining unit nurses met with other nurses from Steward facilities on 9/21 at MNA and formed a group which will meet every two months. United we stand!

Radius—Boston submitted by Mina Warrick. Things are quiet. We will begin our negotiations in November. Asking members for input for contract changes.

Radius—Quincy submitted by Deidre Lyons. Things have been stable since the takeover by Steward. No problems from the buyout.

St. Elizabeth's Hospital submitted by Betsy Prescott. In July we sat at the table with management to negotiate changes in the care management department regarding changes of shifts, weekends and holiday coverage. After five sessions, MNA walked away from the table and due to last-minute changes of an MOA, a RIF occurred. Due to changes and new management, six care managers have exercised their rights and are leaving CM, one-third of the department. Subsequently the bumping process has affected other departments. SEMC has a projected deficit of \$18 million for fiscal year '11. We were also notified of another RIF coming for 10/1/11. We
(continued on page 5)

**MNA REGIONAL COUNCIL 5
ENCOURAGES MEMBERS
TO VOLUNTEER
July 27-29, 2012**


susan g. komen
3-DAY
FOR THE cure.

Get Ready for Greatness ♡ Join the Team

Contact Region 5 for more info
781-821-8255/region5mna.org

MASSACHUSETTS
NURSES ASSOCIATION
REGIONAL COUNCIL 5



Attention All MNA Members!

MNA Regional
Council 5 fundraiser
cookbook has over
180 tried-and-true
recipes from MNA
members.



\$10/book (cash or check)
proceeds to benefit the Greater Boston Food Bank

Copies available for purchase at MNA Region 5 events
and programs and by contacting the MNA Region 5 office
at 781-821-8255 or region5@mnarn.org

Get a copy for yourself and more copies for gift-giving!
Hurry, while supplies last.

**MNA Region 5
Haitian Orphanage Drive
November 30-December 2, 2011**
(page 6 for more details)



The Massachusetts Nurses Association joins
MITSS in providing support to nurses
involved with an adverse medical event.

To Support Healing & Restore Hope



Massachusetts
Nurses
Association



National
Nurses
United

Bargaining Unit Updates (continued from page 4)

have filed two charges against management and HR for issues in CM. We have been working with the psychiatry department for over one year for a contraband policy and still to date do not have one. It has been a safety issue and brought to L/M. Our GI department has undergone changes with conscious sedation/charge/mandatory OT. We have filed grievances and had follow-up meetings. Our new CNO has not had one open meeting or done a single newsletter, there has been little communication from her, we were hopeful. MNA has mailed newsletters and we are having an open meeting in October. We are working collaboratively with our peers from the Caritas facilities and will be meeting with all Steward committees on many issues. We welcome Gabe Kristal as our new MNA director of Steward.

Somerville Hospital submitted by Lisa Valley-Shah. Contract negotiations still on hold. Cambridge, Whidden and Somerville are waiting to go back to the table.

Tufts Medical Center. No report submitted.

Whidden Memorial Hospital submitted by Gail Middleton. All three groups (Whidden,

Cambridge and Somerville) will meet together soon to figure out how to proceed.

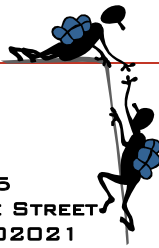
Unit 7 (state facilities) submitted by Karen Coughlin. Unit 7 will be receiving their next wage increase in December 2011. (This should be seen in the first pay period in January) Hopefully (after waiting forever) for a signed copy of our collective bargaining agreement from the Commonwealth, we will soon have new contracts available for the membership. Unit 7 members who attended the MNA convention in October should apply for reimbursement for convention fees (\$75 for convention, \$75 for room). Unit 7 members have also been busy on Beacon Hill. Your Unit 7 leadership has provided testimony on a number of bills, including Group 2, Difficult to Manage Units for DMH, and the need for Workplace Violence Prevention Programs, amongst others. Unit 7 has been busy with social justice issues that have a direct impact on those for whom we provide care. On 10/5/11 Unit 7 members, along with their brothers and sisters in MNA, who every day care for the casualties of the economic crisis driven by Wall Street greed, participated in a rally in Dewey Square at the site of the Occupy Boston Protest, to show

their support for the movement and to highlight the MNA/NU's "Main Street Contract" campaign for a tax on Wall Street financial speculation to provide revenue for Main Street reforms, including jobs at living wages, quality education, guaranteed health care for all and freedom from hunger, homelessness and retirement insecurity. Unit 7 members have also signed up and will be participating in the International Day of Action in Washington DC on 11/3 with nurses from across the country (see page 6 for more details). We encourage our local units within Unit 7 to schedule an MNA day at their facility. Help us to unify your membership, inform them of all that MNA has to offer and encourage participation at your facility and within the MNA! Contact any of your Unit 7 Executive Board members or MNA Associate Directors for information. Contact information is on the Unit 7 website at www.massnurses.org. If you do not have a email login for the Unit 7 site, you can easily contact the MNA Membership Department at 1-800-882-2056 for your login name and password. The Unit 7 specific site contains your contract for easy reference and updates regarding Unit 7 specific issues. Login today! ■

Helping Hands



MNA REGION 5
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MNA Region 5 encourages its members to participate in community outreach and other approved fundraisers. Let us know if you have an interest to join our efforts in an event described here or if you have a suggested project for us to learn more about and share with our members.

Toiletries Drive. Thank you, convention attendees, for your hotel toiletries donations at the MNA Convention. Three local shelters will receive your generous offerings: Crossroads Family Shelter in East Boston, HopeFound at Shattuck Hospital in Jamaica Plain and Father Bill's in Quincy.

Fundraiser Cookbook to benefit the Greater Boston Food Bank. As noted in MNA Convention Highlights on page 2, cookbook sales began at convention. We will continue to sell cookbooks while supplies last until our fiscal year ends in June 2012. If you would like to purchase a cookbook to add to your own cooking library and more books to have for gift giving this holiday season, refer to page 5 for details.

Nurses Care for Haitian Children Orphanage Drive. Region 5 supports a second drive to benefit this private orphanage maintained by a group of Boston-based nurses. Some items needed are bug spray/bug plug-ins, OTC children's medications, children's vitamins and new underwear for boys (ages 8-10) and girls (ages 1-15). A full list of wanted items can be found at www.massnurses.org/region5. Notices and posters will be shared with Region 5 bargaining units soon. **Pick-ups are scheduled Nov. 30-Dec. 2, 2011.** Please check with your chairperson or the Region 5 office to find out which day the MNA mobile unit will be coming to your facility for donation pick-up.



Holiday Support to Local Charities. At its meeting on 9/28/11 the MNA Region 5 council decided to redeem the accumulated points from its credit card awards program for \$25 gift cards. (The awards program will be ceasing this winter.) These gift cards will be donated this holiday season to organizations in Region 5 that serve the needy. Elder Public Service Plan in Cambridge was suggested by a council member. We would appreciate your help and suggestions for lesser-known organizations in Region 5 that would welcome our gift card donation. Please contact the Region 5 office **before December 9, 2011**, so that we may plan for donations in a timely manner for the holiday season. Thank you for your support on this community outreach project.

Susan G. Komen Boston 3-Day for the Cure. We're spreading the word to request nurses to volunteer for next year's event (**July 27-29 2012**). If you're interested in registering as a medical crew (entire event) or medical day volunteer for this event, please contact the MNA Region 5 office. ■



MNA Region 5 is a member of the Greater Boston Labor Council



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 Greater Boston Labor Council, please contact:
Brian Moloney, Region 5 Community Organizer
bmoloney@mnarn.org OR 781-830-5704

Recent GBLC Meeting Highlights:



August 2011: The GBLC gave Region 5 Community Organizer Brian Moloney and NNU Co-President Karen Higgins the opportunity to talk about our Main Street Contract campaign. There was unanimous sympathy with and support for this struggle amongst the GBLC delegates and we were able to achieve a 100 percent endorsement for the campaign from the council. We also brought up our recent victory in the vote for the newly organized nurses at Holy Family Hospital in Methuen to join with the MNA.

September 2011: The MNA delegates to the GBLC attended its annual Labor Day breakfast at the Park Plaza Hotel in Boston. From our vantage point on the mezzanine, we proudly and prominently displayed our Main Street Contract signs, urging those present to "Heal America: Tax Wall Street." Elizabeth Warren was the keynote speaker at the breakfast and there was great excitement and enthusiasm as the MNA was the first organization to endorse her in her run for US senate. Also present at the breakfast was former state senator and newly-elected president of the Massachusetts State Federation of the AFL-CIO, Steve Tolman. ■

MNA Labor School Resumes in 2012, Mondays in R5

Track 1 – Leadership Development and the MNA/NNU

Week 1, 1/9/12	Overview of the MNA and the NNU, By Laws, Board of Directors and Committees, Divisions & Associate Directors, Central Labor Councils and the State AFL-CIO
Week 2, 1/30/12	Labor History and the Core Values of the Union, Labor and Community Coalitions, Workplace Actions and Strikes, Work to Rule
Week 3, 2/6/12	Member Participation and Internal Organizing/Mapping the Workplace, Union Building Tools- Internal Communications, Contract Language, Unit Newsletters & Bulletin Boards
Week 4, 2/27/12	Running Union Membership Meetings, Leadership Development and Officer Elections, Dealing with Apathy, Organizing around Grievances

Track 2 – Role of the Floor Representative, Grievances and Arbitration

Week 1, 3/5/12	Role of the Floor Rep., Identifying Grievances vs. Complaints, Review of the Grievance Procedure and Time Lines
Week 2, 3/19/12	Grievance Investigation and the Right to Information, Discipline and Just Cause, Past Practice
Week 3, 4/2/12	Writing & Filing Grievances, Preparing the Case, Weingarten Rights, Organizing around Grievances
Week 4, 4/16/12	Presenting the Grievance, Settling Grievances, Arbitration, ULPs

Track 3 – The Collective Bargaining Process

Week 1, 4/23/12	Collective Bargaining and the Legal Foundation, Process Overview, Ground Rules, Bargaining Committees and the Contract Action Team
Week 2, 5/14/12	Preparing for Bargaining - Surveys, Calendar, Priorities, Defining and Developing a Contract Campaign, The Committee Decision Making Process
Week 3, 6/4/12	At the Bargaining Table – Tactics and Signals, Roles at the Table, Writing Contract Language, Leverage & Pressure Tactics, Use of the Media
Week 4, 6/18/12	Contract Costing, Strikes & Job Actions, Mediation, Impasse, Agreement, Committee Recommendation and Ratification

Register now! Please specify whether you will attend AM or PM tracks.

Name _____ Email _____
Facility _____ Day Phone _____

☐ Track 1, 10am-12pm

☐ Track 2, 10am-12pm

☐ Track 3, 10am-12pm

☐ Track 1, 5:30pm-7:30pm

☐ Track 2, 5:30pm-7:30pm

☐ Track 3, 5:30pm-7:30pm

Mail/Fax this completed form to the MNA Region 5 Office, 340 Turnpike St., Canton, MA 02021 (781-821-8256 FAX)

MNA Education Program

Clinical/Legal Issues of Impaired Practice

Description: This program will discuss the prevalence and risk factors for substance use in nursing. The program will discuss how MNA chairs and representatives can assist nurses who are suspected of medication documentation issues and/or diversion. Carol Mallia from the MNA Division of Nursing/Peer Assistance Program will describe the Nursing Division's ability to assist in this process and review the BORN procedures. Attorney Mark Hickernell will review the legal issues and discuss trends in labor arbitration around documentation and diversion issues.

Presenters: Tom Breslin, Mark Hickernell and Carol Mallia

Date: Wednesday, December 14, 2011

Time: 5:00-5:30 p.m. Registration/Dinner
5:30-8:00 p.m. Program

Location: MNA Headquarters, 340 Turnpike St., Canton

Fee: FREE but registration required

Contact Hours: Pending

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

**Mail/Fax this completed form to the MNA Region 5 Office,
340 Turnpike Street, Canton, MA 02021 (781-821-8256 FAX)**

Name: _____

Phone: _____ Email: _____

Address: _____

City: _____ State: _____ Zip: _____

Place of Employment _____

☐ Sign me up for Clinical/Legal Issues of Impaired Practice 12/14/11, free educational program, registration required



Save the Dates



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

Future Council Meetings:

Wednesday, November 30, 2011 @ 6 p.m. MNA Headquarters

Clinical/Legal Issues of Impaired Practice

Educational program, more details on page 7.

MNA Headquarters, 340 Turnpike Street, Canton, MA

Wednesday, December 14, 2011, 5:30 p.m.-8:00 p.m.

NC4HC Orphanage Drive

More details on page 3.

Pick-ups at Participating R5 Bargaining Units

November 30-December 2, 2011

MNA 10th Annual Labor Leader Summit

Doubletree Westboro

April 26-27, 2012

MNA Nursing Clinical Conference

DCU Center, Worcester

May 11, 2012

MNA Labor School: *More details on page 7.*

Track 1 Leadership Development and the MNA/NNU

MNA Headquarters, 340 Turnpike Street, Canton, MA

Mondays AM or PM: 1/19/12, 1/30/12, 2/6/12, 2/27/12

Track 2 Role of the Floor Rep., Grievances & Arbitration

MNA Headquarters, 340 Turnpike Street, Canton, MA

Mondays AM or PM: 3/5/12, 3/19/12, 4/2/12, 4/16/12

Track 3 The Collective Bargaining Process

MNA Headquarters, 340 Turnpike Street, Canton, MA

Mondays AM or PM: 4/23/12, 5/14/12, 6/4/12, 6/18/12

Susan G. Komen 3-Day for the Cure

Join us as medical crew or medical day volunteer

July 27-29, 2012



2012 MNA Convention

Springfield Sheraton

October 3-5, 2012



Please bring non-perishable item(s) when you attend council meetings and CE 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.

*Fundraiser Cookbooks on sale NOW!
[See page 5 for details]*



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