



Regionally Speaking

VOLUME FIVE, ISSUE TWO • Spring 2014

Council Members

Fabiano Bueno, Chair
Quincy Medical Center

Ginny Ryan, Vice Chair
B&W Faulkner Hospital

Betsy Prescott, Secretary
St. Elizabeth's Medical Center

Dan Rec, Treasurer
B&W Faulkner Hospital

MNA Board Rep (2012-2014)
Michael Robinson, Brigham & Women's

MNA Board Rep (2013-2015)
Barbara Tiller, Tufts Medical Center

At-Large (2012-2014)
Katie Christopher, Boston Medical Center
Karen Coughlin, Unit 7-Taunton State Hospital

At-Large (2013-2015)
Joan Ballantyne, Norwood Hospital
Christopher Caulfield, Radius-Boston

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
- Brigham & Women's Faulkner Hospital
- Cambridge 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
- Quincy Medical Center
- Radius Specialty Hospital—Boston
- Radius Specialty Hospital—Quincy
- St. Elizabeth's Medical Center
- Somerville Hospital
- Tufts Medical Center
- Unit 7 (state facilities) Representative
- Whidden Memorial Hospital

MNA Regional Council 5

340 Turnpike St, Canton 02021
781-821-8255 TEL • 781-821-8256 FAX
region5@mnam.org
www.massnurses.org/region5
www.facebook.com/massnurses
Harriett Duggan, Office Manager
Brian Moloney, Community Organizer

YOU CAN DO IT
JILL BAKER, RN TAMA BAKER, RN
QMC BWH/BMC
WE RUN TOGETHER
Massachusetts Nurses Association MNA National Nurses United
Fabiano Bueno
Region 5 Chair

MNA Region 5 has close to 6,000 members. We set our goals to benefit members and to represent our peers. We work as a team to serve and support each other in many ways, as together we grow. I would like to shine a light on a family of nurses that are very involved in many facets of our organization, the Baker family.

Pam Baker is an active member of the Quincy Medical Center bargaining unit. Here are a few examples of what keeps her active at QMC: sitting on the negotiating committee; being the number one preceptor to new nurses and caring for the new grads by guiding them to achieve the best nursing practice, teaching them to advocate for patients, educating them in contract language that protects their practice and by valuing their input.

Pam is the matriarch of her family of nurses. She is a mother of two outstanding nurses, Tama and Jill Baker. Tama is both a vivid advocate for patients in the emergency room at Brigham and Women's Hospital and a caring and disciplined nurse in the ICU at Boston Medical Center. Tama takes after her mother and is also a team player. Jill is another shining star who works in the emergency room at Quincy Medical Center and recently has taken

an opportunity to expand her knowledge by working at the Beth Israel ER. Jill has so much to offer her colleagues and patients and always brings a positive outlook to her difficult shifts.

Last year Tama and Jill were spectators at the Boston Marathon. They were having a great time celebrating the holiday, taking pictures and cheering on the runners that were about to cross the finish line. Both sisters were at the scene of the disastrous attack. As a result, Tama lost her hearing temporarily and Jill was hit by shrapnel.

Pam, Tama and Jill returned to the Boston Marathon this year. Jill ran, Tama got engaged and Pam was at the finish line. This family overcame the trauma from a tragedy that affected so many people.



This is the spirit of our organization. Pam, Tama and Jill, we are very proud of you. Thank you for all you do for MNA and the nursing profession!

In This Issue:

Bargaining Unit Updates.....	Page 2
Dorchester Day Parade	Page 3
Gr. Boston Labor Council	Page 3
Nurse of the Year Award	Page 4
MNA Email	Page 4
MNA Continuing Ed.....	Page 5
MNA Letter Writing Campaign.....	Page 5
Nurses' Appreciation Events....	Page 6
Save the Dates	Page 7

Bargaining Unit Updates



Boston Medical Center submitted by Lisa Sawtelle. Negotiations continue with ongoing discussions over job security with the closing of the MNA campus. Staffing continues to be a challenge with the roll out of EPIC with the use of travelers to supplement and diminished vacation hours. We have welcomed a new CNO, Nancy Gaden. We are also ready to hold elections for the negotiating committee and we are always looking for new blood!

Pictured below: Lisa Sawtelle with Councilors Yancey & Flaherty at BU Biolab Hearing



Brigham & Women's Faulkner Hospital submitted by Kathy Glennon & Dan Rec. We are having an MNA Day on May 19 to build solidarity and to show appreciation of our nurses. Should be a great time. One highlight will be the baskets each area is putting together! Our contract expires in October. We are working on proposals. We have an arbitration coming up in June regarding the DFCI clinical leader not being allowed to bump into a clinical leader position when the DFCI floor closed in January.

Cambridge Hospital submitted by Susan Wright Thomas. We are preparing for contract negotiations. Cambridge and Whidden will be negotiating together for major financial issues and the units will negotiate separately for language changes and unit-specific issues. We expect a proposal from management on a new health insurance plan. CHA has announced plans to close the Psychiatric Emergency Services and all RNs in the service will be RIF'd. No staffing increases are planned to meet the needs of those patients in the medical emergency department. We are working with MNA to plan our public relations and lobbying strategies. The fact finder's report on the retiree health issue was not in our favor and we expect to return to mediation 4/14/14. We do not expect a reasonable settlement but will work to minimize the impact on our members however we can.

Dialysis Clinic, Inc. submitted by Peter Costello. Nothing to report.

Medford School Nurses submitted by Lucinda Riggan-Jay. The Medford School



"Like" MNA's Facebook page:
www.facebook.com/massnurses

Nurses unit plans to meet in April with MNA's Ted Burke who will present us with our printed contract. The contract has been in force since October 2013 and places the nurses on the same salary scale as the other educators of Medford Public Schools. We are celebrating this culmination of many years of efforts.

Newton Public Health submitted by Susan Riley. Not much to report except we are starting contract negotiations in May.

Norwood Hospital submitted by Joan Ballantyne. Ongoing individual negotiations, we are also at the table for the LMA (limited master agreement) with our three other sister hospitals. Busy times. We continue to struggle with staffing levels, the numbers of unsafe staffing forms are increasing and the stress levels of our nurses on the front line are increasing exponentially. The hospital is planning on revamping several units this summer which will lead to the combining of the affected units and staff. Understandably the nurses are concerned on many fronts: patient populations (the pediatric floor is involved), staffing levels and, of course, summer vacations/seniority. All valid concerns which we are addressing with management. There is a new "Star" program being rolled out by management. The lucky winner will get a few shekels, a special (temporary) parking spot and a great big plaque.

Quincy Medical Center submitted by Paula Ryan. No written report; will provide an update at the May R5 council meeting.

Radius-Boston submitted by Gloria Chin-Jackson. The new VP of Clinical Services seems to be supportive in many ways. She has encouraged an "open door" policy when needed. Since the most recent labor and management meeting, there has been less "encouragement to stay" over your shift. We've had some new hires, both staff and pier diems.

St. Elizabeth's Medical Center submitted by Ann Marie McDonagh. Since the last update, we have opened negotiations for successor contracts at our local SEMC

table and for the Limited Master Agreement which also includes our sisters and brothers at GSMC, Carney Hospital and Norwood Hospital. We continue to experience lots of changes at SEMC. Our Interim CNO was changed. A national search for a permanent candidate continues. Our OR staff recently went through a rebid process for positions to accommodate the expanded hours and eventual additional OR rooms. Construction on a new ambulatory surgery unit and PACU has begun. Our hem-onc clinic is being licensed out to the Dana Farber Cancer Institute resulting in a small reduction in force for our hem-onc nurses. Plans are underway to move our geriatric-psychiatry unit to Carney Hospital and expand our inpatient adult psychiatry services, although we have not met with management to discuss this yet. Our members continue to file significant numbers of unsafe staffing forms and mandatory overtime reports which we continue to address at the labor management table.

Tufts Medical Center submitted by Barbara Tiller. We continue to fight to hold the hospital accountable for staffing that they promised in our last contract negotiations. The hospital has recently approached us with an offer that is a third extension of the contract, and they are offering no raises. They claim if we engage in full negotiations, they will be seeking concessions from almost all of our benefits. The bargaining unit is tired of the poor staffing and lack of resources. These are stressors that have led to issues such as lack of meals, breaks, forced OT and nurses floating to areas for which they are not appropriately trained, creating unsafe situations for patients. TMC has also removed most of the education from the bedside, computer programs and reading policy are the only things that remain. The MNA has filed and arbitrated the removal of educators in hopes of getting the educators returned to the bedside where they are so desperately needed. We are awaiting the decision currently.

Unit 7 (state facilities) submitted by Karen Coughlin. The House budget was released early. There are 45 beds for Taunton State Hospital in the budget. We filed an amendment to increase the number of beds to 60 and also to open 52 beds at Worcester Recovery. The budget debate will begin on 4/28/14.

Whidden Memorial Hospital submitted by Carla Cerrato. We had an initial presentation from CHA about big changes proposed in our health insurance plans.

continued from page 2...

The new plans presented have added deductibles and higher copays. They also propose to drop several of the current plans. The CNO has met with the co-chairs of the three campuses in order to agree on core staffing numbers. Positions have been posted for network positions which is a violation of the contracts unless core staffing numbers have been agreed upon by the MNA. This has not yet happened. There continues to be outstanding grievances on several contract violations some of which include sick time, buy back and discipline. On a positive note the MNA blew the opposition out of the water at the 3/24/14 State House hearing for The Patient Safety Act House Bill 3843, setting a safe limit to the number of patients assigned to a nurse at one time. Years of research data along with testimony from nurses at the bedside were presented in support of the Patient Safety Act.

No reports were submitted by these R5 bargaining units:

- American Red Cross*
- Boston VNA*
- Brigham & Women's Hospital*
- Carney Hospital*
- Dana Farber Cancer Institute*
- Harvard Vanguard Medical Associates*
- Newton-Wellesley Hospital*
- Radius—Quincy*
- Somerville Hospital*



Everyone loves a parade...



Join us

DORCHESTER DAY PARADE

Sunday, June 1, 2014 @ 1 PM

*Route: Dorchester Ave. @ Lower Mills
to Dorchester Ave. @ Columbia Rd.*

*Contact MNA Region 5 by May 20
if you would like to march with us.*

*Final details (meeting place, etc.)
will be shared with participants.*

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 Highlights:

On 3/31/14 delegates from the MNA – Karen Coughlin (Taunton State Hospital), Lisa Sawtelle (Boston Medical Center), Liz Kendricken (Tufts Medical Center) and Fabiano Bueno (Quincy Medical Center) attended the Greater Boston Labor Council's annual legislative breakfast at The Omni Parker House Hotel in Boston. The breakfast provides the council an opportunity to outline labor's state legislative agenda to an influential group of lawmakers, since over a quarter of the 200 member legislature resides within the GBLC jurisdiction including the Speaker of the House, Bob DeLeo. The gathered delegates paid their respects to the two fallen firefighters who lost their lives in the line of duty during a nine alarm blaze the previous week in Boston. Later, Senator Elizabeth Warren made a surprise appearance and, in her unscheduled address, spoke of how she is flying labor's flag in Washington and continuing to do her part in the fight for economic justice amidst a rising tide of inequality for all but those who are part of the one percent.

Brian Moloney, Region 5 Community Organizer. Brian can be reached on his cell at 781-571-1057 or via email at bmoloney@mnarn.org.



March of Dimes Nurse of the Year Award



MNA Region 5 encourages all members to submit nominations for the **March of Dimes Nurse of the Year**. Let's publicly acknowledge the amazing work of our colleagues. [Click here](#) to submit your FREE online nomination by **June 5, 2014**.

**Deadline:
June 5, 2014**

The March of Dimes is honored to pay tribute to the nursing profession and recognize extraordinary nurses throughout our community. The remarkable efforts of these individuals often go unsung and through Nurse of the Year, we are able to honor those who make a difference in the lives of so many. Patients, families and colleagues are encouraged to nominate outstanding nurses impacting Maternal Child Health. Registered nurses, nurse midwives, nurse practitioners and licensed practical nurses can be nominated for their work to improve the health of mothers and babies.

We're Getting Greener...



Paper copies of the R5 newsletters will no longer be sent to members via US mail. Soon R5 newsletters will be emailed to members' MNA email addresses and continue to be accessible online. Contact the R5 office to request a paper copy.

Go to www.massnurses.org/region5/newsletters

MNA Email~Activate Yours TODAY



Here's why:

Anywhere Email Access. Your massnurses.org email account is accessible anywhere you have a web browser and internet connection. Mobile devices with IMAP access are supported as well so your email can be with you wherever you go.

Quick and Easy Access. Your @massnurses.org email address can be automatically forwarded to an existing account (i.e., a Hotmail, Yahoo, Comcast or home-based account) so you can check your emails in one place.

Bargaining Unit Updates. Your @massnurses.org email address is assurance that your bargaining unit leadership can communicate with you when they need to be in touch with you.

R5 Newsletters. In the future MNA Region 5 quarterly newsletters will be emailed to your @massnurses.org email account. No more paper copies will be mailed.

Online Registration. In the future your @massnurses.org email account will be necessary to register online for MNA continuing education and other MNA programs.

All Free!

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

MNA Continuing Education, Spring in Region 5

Massachusetts
Nurses
Association



National
Nurses
United

Vaccine Preventable Disease Update: Measles, Pertussis, Herpes Zoster and Human Papillomavirus

MNA Headquarters, 340 Turnpike St, Canton, MA

Wednesday, May 21, 2014, 5:30-8:45 p.m.

A comprehensive overview of the principles of epidemiology and prevention of vaccine preventable diseases such as measles, pertussis, herpes zoster, and human papillomavirus. Disease specific information, vaccines, and current immunization guidelines will be discussed. Presenter: Patricia A. Halon, DNP, FNP-BC
Registration/Dinner: 5 p.m.



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

To register, complete and return a [regional registration form](#) with a placeholder fee (by check only) to MNA Region 5, 340 Turnpike Street, Canton, MA 02021.
Member/Associate Member Free* ~ Non-Members \$95.
*Requires \$25 placeholder fee which will be returned upon attendance at the program.

MNA Letter Writing Campaign *for The Patient Safety Act*

Letter Writing Instructions and Sample letters for House Bill 3843 The Patient Safety Act



Please consider sending letters to your legislators regarding the need to pass The Patient Safety Act. A key point to remember is when talking about this bill and this ballot initiative, we want to emphasize the impact this law will have on protecting patients first and foremost as that is what is going to move the legislators and the public to support this important patient safety initiative. Instructions:

- **You need to write two letters. One for your State Senator and one for your State Representative. It can be the same letter.** If you live out of state you should still write the letters but state that you live in (NH, VT, CT...) but work at _____ (put the name of the facility). Then follow the sample letters.*
- If you do not know your legislators, do one of two things: leave the Dear _____ part blank and the MNA will fill it in or you can [click here](#) to find your legislators.
- **Please make sure you sign your name and your address.** We need that information for mailing the letters to the right legislators. Do not mail them to the State House. The MNA will collect and mail them to make the most significant impact.
- Please return your two letters to your union representative **by June 30.**

*MNA has provided some sample verbiage that nurses can adapt for use in drafting letters to their legislators regarding the need to pass The Patient Safety Act. You can use this language directly, or better yet, you can personalize it and adapt it to your specific situation. Please contact the MNA Organizing Division if you want sample letters or have any questions at 781-821-4625 or 1-800-882-2056.

Save the Dates



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

Council Meetings (Tuesday, 6 p.m., MNA Headquarters):
May 20, 2014 July 14, 2014
September 16, 2014 November 18, 2014

Continuing Ed in R5: See page 5.
To download a regional registration form [click here](#).

Vaccine Preventable Disease Update
MNA Headquarters, 340 Turnpike Street, Canton, MA
Wednesday, May 21, 2014, 5:30-8:45 p.m.

Forensics in Daily Practice
Use a MNA Headquarters registration form for this program: [click here](#).
MNA Headquarters, 340 Turnpike Street, Canton, MA
Thursday, June 12, 2014, 9 a.m.-4:30 p.m.

Happy Nurses Day - May 6, 2014

Clinical Conference 2014
DCU Center, Worcester, MA
May 9, 2014

MNA Lobby Day
State House, Boston, MA
May 21, 2014 @ 11 a.m.

Dorchester Day Parade See page 3.
Join or watch us as we march down Dorchester Ave.
June 1, 2014 @ 1 p.m.
For more details [click here](#).



March of Dimes Nurse of the Year Award More details on page 4.
Online nomination deadline: 6/15/14

MNF Golf Tournament (fundraiser for scholarships)
For more info on this scholarship fundraiser, [click here](#).
Indian Pond Country Club, Kingston, MA
July 7, 2014

MNA Convention 2014
DCU Center, Worcester, MA
October 2-3, 2014



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.

SAVE THE DATE

State House Rally and Lobby Day on
MAY 21!

When: Wed., May 21, 11am
Where: State House, Boston

to RSVP for the rally and to reserve a seat on one of the MNA buses: call or email Eileen Norton 781-830-5777 or enorton@mnarn.org

For complete information, visit PatientSafetyAct.com

For the Patient Safety Act & the Hospital Profit Transparency & Fairness Act