



# NEWSLETTER OF MNA REGION 5

## Regionally Speaking

VOLUME FIVE, ISSUE THREE • Summer 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

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Michael Robinson, Brigham & Women's

MNA Board Rep (2013-2015)  
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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

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www.massnurses.org/region5  
www.facebook.com/massnurses  
Harriett Duggan, Office Manager  
Brian Moloney, Community Organizer

**ICU nurses, you are encouraged to attend one of these important sessions. Thank you in advance.**

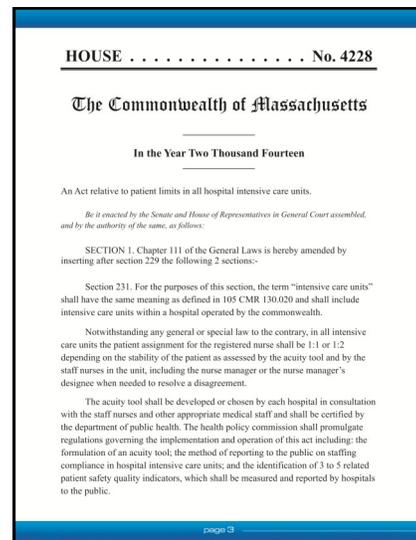


Fabiano Bueno

The MNA Division of Nursing will be conducting informational sessions with ICU nurses on the development of patient and nurse parameters for an acuity tool to be utilized as input for the Health Policy Commission. The Health Policy Commission will formulate the acuity tool with input from the MNA to develop and promulgate regulations for reporting to the public on staffing compliance in the ICU. Click [here](#) for more information.

The informational sessions will be held in Regions 1 through 4 on September 11 at those regional offices and **in Region 5 on September 16 at 8 a.m., 1 p.m. and 4 p.m.** Sessions will be approximately one hour, depending on how interactive the discussions run. Please register with R5 if you will be attending a session. If you currently use an acuity tool, please bring the tool with you for discussion and input.

We hope to see you at one of these valuable discussions and look forward to your input.



\*A larger copy of this house bill is on page 3.

### Convention Reimbursement

Deadline: November 30, 2014

download a form at

[www.massnurses.org/region5/forms](http://www.massnurses.org/region5/forms)

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# Bargaining Unit Updates



**Boston Medical Center** submitted by Lisa Sawtelle. We are expected to head back to the negotiation table next month. BMC has been discussing the "redesign" with SEIU and we expect to hear the outcome of these discussions.

**Brigham & Women's Faulkner Hospital** submitted by Dan Rec. We had our MNA Day Celebration in May. The nurses outdid themselves with the basket contest. A great time was had by all. Our contract expires in October and we have our proposals ready. We still need to set up some dates to start negotiating. E-Care documentation will be starting in May of 2015. Management decided to lay off the admission nurse on our medical floor starting in the new fiscal year. Vacations are a problem because management continues to decrease the amount of hours to be off at one time on each floor/unit and therefore many are denied vacations.

**Cambridge Hospital** submitted by Susan Wright Thomas. Contract negotiations are underway. Cambridge and Whidden are negotiating at one table, Somerville separately. Economic agreements are expected to be the same for all three units with language agreements to meet the specific needs of each unit. CHA appears to be seeking to produce similar, if not the same, language for all contracts. The individual bargaining units may or may not be interested in such an outcome but we are exploring options and working through the process. An unknown number of nurses will be retiring in August in order to retain a favorable retiree health insurance benefit. This is expected to affect most areas of the hospital, particularly those with senior staff nurses. The Psychiatric Emergency Service was closed in June. The hospital characterizes this as a merger with the medical emergency service; however, the nurses and patients understand this is a degradation of services to CHA patients in both areas. We were able, through much advocacy to persuade management to wait until after the August retirement to conduct the RIF of PES nurses. This should produce a more realistic assessment of available positions for PES nurses to assume and we hope it will limit bumping.

**Carney Hospital** submitted by Elaine Graves. Carney still in negotiations with Steward. It is going slow; no money on the table as yet. Still having ongoing RIF; they never seem to end. Carney working out arrangements to lease space to St. Elizabeth's for geri psych unit.



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[www.facebook.com/massnurses](http://www.facebook.com/massnurses)

**Medford School Nurses** submitted by Allison MacGilvray. I have taken over for Lucinda Riggin-Jay in representing the nurses from Medford. We were able to settle our contract with the city this past winter. Many thanks to Lucinda and Ted Burke for all of their hard work. We have hired two new nurses to fill some retirements. We were all able to get together for dinner to discuss our concerns and wishes for this up coming school year. We are also hopeful that we will be hiring another nurse to fill a vacant spot from several years ago. I look forward to working with all of the wonderful nurses from Medford this up coming school year.

**Newton Public Health** submitted by Susan Riley. Summer is historically a slow time for the Newton school nurses but we are actively involved in contract negotiations with the city.

**Newton-Wellesley Hospital** submitted by Betty Sparks. We are gearing up for contract negotiations as our contract expires the end of September. Used a Monkey Survey to elicit responses from our members as to what they wanted to see in the next contract. Compiling the responses now, then let the games begin! Our CNO Elaine Bridge has moved on to greener pastures within the Partners network so other department directors have temporarily moved up until her replacement is found. Not sure if this will happen before negotiations or not so this will make negotiations that much more interesting. The ED was doing pull to full for a short time but after the nurses strongly objected to this practice, they went back to the more traditional triage mode. Our new maternity beds should be opening soon as we have brought in many more ob/gyn doctors and they are bursting at the seams. A lot of hiring of RNs going on in this area as well.

**Norwood Hospital** submitted by Joan Ballantyne. This update comes from a very confused bargaining unit. The LMA and our individual negotiations continue. Great news on our health Insurance grievance - WE WON, score one to the good guys.

Not quite so clear cut, at least to the nurses at Norwood, the New Law for Safe Limits in ICUs. Our bargaining unit poured their heart and soul into the ballot initiatives; it was important to all of us. The med/surg nurses have the Herculean task of caring for upwards of seven patients every day and let's not forget the ER RNs who don't have the luxury of closing the 'shop' door because they are FULL. Where now? The simple answer from Norwood is that we will keep doing what we always do, we take care of our patients. Kathy Reardon and myself want to thank all of you, our wonderful Norwood nurses. We are so very proud of you, you stepped up and got the job done. You are the very best, in my humble opinion. I am sorry that we did not get the result we were fighting for but there is life in at least this old dog yet, "Woof." See you in the 'Wood.

**Quincy Medical Center** submitted by Paula Ryan. QMC contract extended due to pending dates are being discussed to begin negotiations. After filing several staffing grievances according to our staffing grid, staffing has leveled out. Grievances addressed tech staffing in addition to RN staffing. It is constant monitoring.

**Radius-Boston** submitted by Gloria Chin-Jackson. We are still in the process of trying to find a convenient time for Radius and the committee to meet for labor management meetings. Mandating nurses frequently is still an ongoing battle and hardship for nurses on all shifts but especially difficult for 11-7 nurses. MNA Labor AD Susannah Hegarty met with the nurses whose main concerns were the mandating and step 2 grievances still out there (one for months; the other is now almost a year). Both sides are frustrated. Time schedules out on units one day before new schedule has (hopefully) been resolved. According to schedule coordinator, all if not most vacations have been granted. The Meditech system went down for 13 hours (12am - 1pm) July 4-5, a nightmare for patients, nurses, pharmacy, etc. Nurses are being hired: per diem and agency nurses. Long-time nurse (over 33 years) Linda Mahdee RN resigned and is now newly-employed at an adult day care in Dorchester area. We will miss her.

**St. Elizabeth's Hospital** submitted by Betsy Prescott. We just completed a small RIF with loss of hours, positions and weekend changes. We have a new larger ambulatory surgery unit opening and our PACU is getting a much-needed new

home in the old amb surg unit. All welcomed changes. Our new ICU is expanding by three beds. We are in negotiations for the Caritas limited master agreement for four hospitals and have begun negotiations for our contract. Management walked away on the fourth session and did not give any counters for the last two sessions. We are having many meetings for the nurses in the St. Margaret's building for conflicts with schedules and changes of practice never negotiated. Mandatory OT is still being used as a staffing tool and nurses are reporting. We have had a large increase in unsafe staffing forms. We hope to support the staff with a MNA day in the fall.

**Unit 7 (state facilities)** submitted by Karen Coughlin. We requested seven items in our letter to the Joint Conference Committee and got five:

- Maintaining the 45 beds at Taunton State Hospital and increasing the number of mental health beds in the state by opening the 52 beds at the Worcester Recovery Center and Hospital which are not currently being utilized and requiring the creation of a Master Plan for Taunton State Hospital.

- Creating a Behavioral Health Task Force to identify existing structural or policy-based impediments to delivering comprehensive and cost-effective behavioral and mental health treatment within the commonwealth's health care system. MNA has a seat.
- Adopting the house funding for Department of Developmental Services State Operated Residential Services.
- Adopting the house funding for Sexual Assault Nurse Examine Program.
- Adopting the senate funding for Western Massachusetts Hospital.

Contract surveys have been returned. Unit 7 Executive Board is working on proposals and the first contract negotiating session is scheduled for 7/29/14.

The new law passed regarding safe patient limits in ICU's does apply to those ICU's in state operated facilities. Until we have safe patient limits in all units, our work is not done. Thank you to all who helped in gathering signatures for the ballot initiatives. Your hard work was the push that got us those ICU limits... and now we can move on to winning limits in all units!

**Whidden Memorial Hospital** submitted by Carla Cerrato. Current contract negotiations for Whidden nurses involve proposals from CHA management that are attempting to reduce or eliminate contract benefits. They have proposed a new health insurance plan but details of the plan have not been finalized by CHA management for the negotiating team to analyze and evaluate. They would like to change our layoff language which would affect seniority language and also want to change grandfathered language regarding shifts and scheduling ability.

**No reports were submitted by these R5 bargaining units:**  
**American Red Cross**  
**Boston VNA**  
**Brigham & Women's Hospital**  
**Dana Farber Cancer Institute**  
**Dialysis Clinic, Inc.**  
**Harvard Vanguard Medical Associates**  
**Radius—Quincy**  
**Somerville Hospital**  
**Tufts Medical Center**

**HOUSE..... No. 4228**

**The Commonwealth of Massachusetts**

**In the Year Two Thousand Fourteen**

An Act relative to patient limits in all hospital intensive care units.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

SECTION 1. Chapter 111 of the General Laws is hereby amended by inserting after section 229 the following 2 sections:-

Section 231. For the purposes of this section, the term "intensive care units" shall have the same meaning as defined in 105 CMR 130.020 and shall include intensive care units within a hospital operated by the commonwealth.

Notwithstanding any general or special law to the contrary, in all intensive care units the patient assignment for the registered nurse shall be 1:1 or 1:2 depending on the stability of the patient as assessed by the acuity tool and by the staff nurses in the unit, including the nurse manager or the nurse manager's designee when needed to resolve a disagreement.

The acuity tool shall be developed or chosen by each hospital in consultation with the staff nurses and other appropriate medical staff and shall be certified by the department of public health. The health policy commission shall promulgate regulations governing the implementation and operation of this act including: the formulation of an acuity tool; the method of reporting to the public on staffing compliance in hospital intensive care units; and the identification of 3 to 5 related patient safety quality indicators, which shall be measured and reported by hospitals to the public.

# MNA Continuing Education, This Fall in Region 5

Massachusetts  
Nurses  
Association



National  
Nurses  
United



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.

## ***Street Drug Abuse: What Nurses Should Know***

Lombardo's, 6 Billings St, Randolph, MA

**Wednesday, October 8, 2014, 5:30-8 p.m.**

This program will provide nurses with a comprehensive overview of the illicit use of street drugs across the lifespan. It will include the etiology, pharmacological treatments and nursing management of patients under the influence of various substances. The program will also provide participants with the role that community response and emergency personnel have that influences and assists with providing care for patients on such substances. Evidence-based interventions will be described. Presenter: Charlene L. Richardson, MSN, RN, CEN, LNC

Registration/Dinner: 5 p.m.

## ***Nursing Management After Traumatic Brain Injury***

MNA Headquarters, 340 Turnpike St, Canton, MA

**Wednesday, October 22, 2014, 5:30-8 p.m.**

This program will address the management of the patient in the acute phase of traumatic brain injury (TBI) and the common difficulties experienced by the patient with TBI in childhood, adolescence and early adulthood. Important considerations for the development of a plan of care to support the young patient with mild TBI (concussion) at home and in school will be addressed. Presenter: Michelle Parker, RN, MS, PNP

Registration/Dinner: 5 p.m.

## ***The Economics of Health Care***

MNA Headquarters, 340 Turnpike St, Canton, MA

**Wednesday, November 5, 2014, 5:30-8 p.m.**

This program will provide nurses with information regarding new health care legislation, cost containment, and reimbursement changes, all of which are contributors to a difficult work environment for nurses. Presenter: Sarah Kemble, MD, MPH

Registration/Dinner: 5 p.m.

*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.*

## **We're Getting Greener...**



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

Go to [www.massnurses.org/region5/newsletters](http://www.massnurses.org/region5/newsletters)

## ***MNA Email~Activate Yours TODAY***

### **Here's why:**



**Anywhere Email Access.** Your [massnurses.org](http://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](mailto:@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](mailto:@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](mailto:@massnurses.org) email account. No more paper copies will be mailed.

**Online Registration.** In the future your [@massnurses.org](mailto:@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.**

# Save the Dates



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

### Council Meetings (Tuesday, 6 p.m., MNA Headquarters):

September 16, 2014      November 18, 2014

### MNA ICU Acuity Tool Session for Region 5: See page 1.

MNA Headquarters, Canton, MA  
September 16, 2014, 8 a.m., 1 p.m., 4 p.m.

### Continuing Ed in R5: See page 4.

To download a regional registration form [click here](#).

### Street Drug Abuse: What Nurses Should Know

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### Nursing Management After Traumatic Brain Injury

MNA Headquarters, 340 Turnpike St, Canton, MA  
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### The Economics of Health Care

MNA Headquarters, 340 Turnpike St, Canton, MA  
Wednesday, November 5, 2014, 5:30-8 p.m.

### MNA Convention 2014

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

R5 Members can attend for FREE\*

\*see page 1 for reimbursement info

### MNA Convention 2014 Reimbursement Deadline: See page 1.

November 30, 2014

To download a convention reimbursement form [click here](#).



classes held at  
MNA Region 2 Office  
365 Shrewsbury Street  
Worcester, MA 01604

**Register Now! Free to All Members!**

### Role of the Floor Representative, Grievances & Arbitration

Four Thursdays: 9/25/14, 10/9/14, 10/23/14 & 11/6/14

All classes offered in two time slots:

- 9:30 a.m. to 12:00 noon
- 6:00 p.m. to 8:30 p.m.

A light meal will be provided

**Please register by contacting MNA Region 2  
at 508-756-5800 or [region2@mnarn.org](mailto:region2@mnarn.org)**



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:



Massachusetts Nurses Association



National Nurses United

## CONVENTION 2014

DCU Center Worcester, MA

October 2, 3 2014

### Schedule October 2

7:30-8:30 a.m. Registration/Breakfast  
8:30 a.m.-12:00 p.m. Labor Program  
12:00-2 p.m. Lunch and Awards  
2 p.m. Business Meeting  
7 p.m. Fun Event

### Schedule October 3

7:30-8:30 a.m. Registration/Breakfast  
8:30-9:00 a.m. PAC Meeting  
9:15 a.m.-12:00 p.m. Continuing Education Programs