### New ICU Staffing Law

The ICU Safe Patient Limits Law was enacted last year to ensure patients in Massachusetts hospital ICUs receive 1:1 care from their registered nurse, while allowing a nurse to take a second patient if and when it is deemed safe to do so. While the law is now in effect, the regulations established a staggered process for hospitals to follow in developing an acuity tool nurses can use to assist them in determining when patients are stable enough to allow a two-patient assignment. Academic medical centers (Beth Israel Deaconess Medical Center, Boston Medical Center, Brigham and Women’s Hospital, Massachusetts General Hospital, Tufts Medical Center and UMass Memorial Medical Center) shall complete its acuity tool for NICUs by 1/31/17 and for all other types of ICUs by 3/31/16.

No matter what your managers or administrators tell you, the law IS in effect, and has been since September 28, 2014. Your license to practice nursing in the Commonwealth obligates you to follow this law and you could be held personally accountable for anything untoward that happens to your patients while you were working outside the dictates of the law.

### ICU Staff Nurse Participation in the Development of an Acuity Tool

Each hospital is required to include front line ICU staff nurses on a committee to help develop the acuity tool or tools (i.e. if different tools are needed for adult, NICUs, PICUs) for each unit in each hospital. In fact, the regulations specify that each acuity tool committee at a hospital must be composed of “at least 50 percent staff nurses in the ICU in which the acuity tool will be deployed who are not managers.”

The MNA has informed management at each hospital where the nurses are represented by MNA that the local union will be working with its members to identify and support ICU nurses who wish to participate on the committee creating the acuity tool for their hospital. The work of the committee does not negate any additional obligations the employer has including, but not limited to, bargaining and providing any and all information necessary to appropriately represent members of the bargaining unit. If you are interested in joining such a committee, contact your union rep.


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### MNA Program on the Role of the Staff Nurse in Developing an ICU Acuity Tool

**NO REGISTRATION FEE • LIGHT REFRESHMENTS SERVED**

**Join us at one of four sessions**

**details on Page 4**

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Bargaining Unit Updates

**Boston Medical Center** submitted by Sue Sirrico. We continue in contract negotiations to secure jobs for the MNA nurses upon consolidation of the BMC campuses in 2017. Job security as well as wage and benefit retention remain our primary focus during negotiations.

**Brigham & Women’s Hospital** by Trish Powers. Thanks to all who submitted proposal suggestions. We have a comprehensive package to bring to contract negotiations which begin on September 1 and we will be sending out copies of both sides’ proposals after they have been presented. Security continues to be our major focus as two more nurses were assaulted by a patient last month. We had an excellent response to our survey on security concerns and this information will help us advocate for your safety at the bargaining table. OSHA made a surprise visit to the hospital following the recent attacks on nurses and interviewed all involved.

**Brigham & Women’s Faulkner Hospital** submitted by Kathy Glennon & Dan Rec. We settled our contract. It is a 18-month contract (expires April 2016) with no takeaways. 1% ATB retroactive to October 2014 and then 1 1/2% to top of scale in October 2015. Certification and recertification reimbursement increased to $400. We started EPIC at the end of May.

**Cambridge Hospital** submitted by Susan Wright Thomas. Contract negotiations continue well into our second year. Management is looking for major changes in health insurance. The negotiating team is working on limiting the negative effects on the membership but this is difficult as CHA asserts that other unions have accepted the changes already. Several positive changes to contract language have been secured and takeaways have been avoided for now. Wage increases will be a challenge but the team is standing firm. Maternity unit nurses have made significant progress addressing issues with inadequate orientation for new graduates and transitioning nurses to the unit. This has been an ongoing struggle over the past year but support from MNA staff has been invaluable and veteran nurses have provided leadership, done much research and effectively represented the concerns of the nurses regarding patient and nurse safety when nurses are pressed into practice for which they are inadequately prepared. The Executive Committee is working on an educational program to celebrate solidarity and introduce new nurses to the bargaining unit.

**Dialysis Clinic, Inc.** submitted by Peter Costello. There is nothing to report.

**Medford School Nurses** submitted by Allison MacGillivray. The Medford Nurses are beginning contract negotiations. We are hoping to get together soon to discuss concerns/ideas for the upcoming school year. We have two nurses leaving and we wish them well! I am certain we will work together as a group to help fill the vacancies until new nurses are hired. As I have said several times in the past, Medford has the greatest group of school nurses! Enjoy the last few weeks of summer.

**Newton Public Health** submitted by Susan Riley. The City of Newton School Nurses are enjoying a much-needed summer break. Approximately half are continuing to work for the school department, staffing various camps through out the city. We also have begun to plan our annual flu clinics that are held during the school day starting in September. Students are able to sign up and get vaccinated right in their schools by our dedicated staff.

**Newton-Wellesley Hospital** submitted by Laurie Anderson & Betty Sparks. NWH settled its contract for one year, expiring at the end of September, meaning we are going to be restarting again very soon. We did get a 1% across-the-board pay raise and were able to stop an increase in our health insurance contributions. Floating is now limited to once a shift. We are gearing up for EPIC to start in the new year. So they have started hiring “temp” positions that aren’t really temp to increase staffing so everyone can be trained. So far the ICU is doing ok with the new 1:1 staffing law.

**Norwood Hospital** submitted by Joan Ballantyne. We settled our contract in June which led to a retroactive across-the-board pay increase and a bonus payment. Both are well deserved and long awaited. Our senior management team has changed again, new president and new CNO. Renovations continue on our telemetry floor with a temporary reduction in beds. The ER remains ridiculously busy.

**St. Elizabeth’s** submitted by Cate Harrington. We took a vote to ratify a tentatively agreed upon contract on 8/4/15. In this proposed contract the committee fought hard to successfully negotiate the staffing quotas in the contract and the beginnings of language upon which they may be changed. We also fought hard and won the right to keep our IV team intact for the duration of our contract (they have been threatened with RIF many times). These items were gained without allowing for the proposed management takeaways which included flex staffing and freezing of step wage increases. This proposed contract includes a 3% wage increase over the life of the contract.

**Tufts Medical Center** submitted by Barbara Tiller. We continue to struggle with poor staffing and the hospital administration often attempts to use mandating and inappropriate floating as staffing tools. Too often our nurses are left without sufficient resources. We are addressing these issues with management and also working on getting membership involvement and will soon be starting work on negotiation language and proposals for the next round in May 2016. We are looking to schedule an open meeting for our nurses sometime in September/October so stay tuned. Other important dates are the ICU meeting in September and the State House hearing on the Patient Safety Act in October. On a more positive note, Tufts has started a “new nurse” hiring program to begin in August. This will include “trainable” positions as well as new grads. The nurses are also currently engaged in joint committee meetings with Tufts administration to explore and recommend an acuity tool to be used to best determine how to implement the ICU staffing law which will take effect in March 2016. Our NICU and PICU staff are also represented even though they are not expected to conform to the acuity tool piece until 2017.

**Whidden Memorial Hospital** submitted by Carla Cerrato. Whidden RNs had a great response from our clothing drive during nurses week in May. Donations were made to local charities. Whidden continues to have difficulties recruiting nurses to the ER and PACU. We have asked them to relax their BSN requirement during this crises with no results; although travelers with associate degrees are able to work in these areas.

No reports were submitted by these R5 bargaining units: American Red Cross Boston VNA Carney Hospital Dana Farber Cancer Institute Harvard Vanguard Medical Associates Somerville Hospital Unit 7 (state facilities)
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.

**Triage Guidelines for School Nurses**
MNA Headquarters, 340 Turnpike St., Canton, MA
Wednesday, September 2, 2015, 5:30-8 p.m.
This program will enable the nurse to enhance the triage nursing care skills of school nurses caring for children across the lifespan. Contact hours will be provided. Registration/Dinner: 5 p.m.
Presenter: Charlene Richardson, MSN, RN, CEN, LNC

**Neurological Disorders of the Brain: What Nurses Should Know**
Lombardo’s, 6 Billings St., Randolph, MA
781-986-5000/ www.lombardos.com
Thursday, September 24, 2015, 5:30-7:45 p.m.
This program will provide nurses with the knowledge of neuroscience nursing. This includes neuro-assessment and interpretation, care of the patient with stroke, TIA, seizure, brain tumors, and post-endovascular interventions, as well as a review of commonly performed neuro-imaging techniques. All content will be based on current evidence, guidelines, consensus and expert opinion and best practices. Contact hours will be provided. Registration/Dinner: 5 p.m.
Presenter: Vincent M. Vacca, Jr., RN, MSN, CCRN, SCRN

**Preservation of Evidence While Rendering Patient Care**
MNA Headquarters, 340 Turnpike St., Canton, MA
Wednesday, November 4, 2015, 5:30-7:30 p.m.
This program will discuss the best practice standards in evidence collection while rendering patient care. Common collection errors will be explored. The program will conclude with a discussion of proper forensic photography practices. Contact hours will be provided. Registration/Dinner: 5 p.m.
Presenter: Katherine Davis, MS, RN, AFN-BC, CEN, SANE-A

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. Download form at www.massnurses.org/region5/forms.

**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 ♥
Nurses Care for Haitian Children will be on our second mission trip to Haiti in August 2015. ♥ We would like to thank you for the basic over-the-counter items, supplies and miscellaneous donations that were dropped off at MNA for us to bring to the orphanage and the community.

♥ Ketline Edouard, Boston Medical Center ♥
Please consider supporting Haiti Health Alliance (HHA) when you purchase items at Amazon. HHA operates mobile health clinics providing much-needed primary care, medication and health education to the people of Saint Raphael, Haiti, and surrounding communities to improve overall health. You can learn more about Haiti Health Alliance at www.haitihealthalliance.org. ♥ Through the Amazon Smile charity program Amazon will donate 0.5% of eligible purchases to HHA. So every time you shop at Amazon, you can support HHA. You just need to make your purchases through the Amazon Smile website rather than through the Amazon site, as follows: 1) Go to https://smile.amazon.com and sign up for the Amazon Smile program (which is simple - just requires your email & Amazon password). 2) Select a charity - Haiti Health Alliance will be listed. 3) Then every time you make a purchase from Amazon be sure to log into smile.amazon.com rather than amazon.com to be sure that a donation is made to HHA with your purchase! ♥ Thanks so much for your consideration.

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 of 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 February, May, August and November. Deadline for submission is the 15th of the month prior to issuance.

Join us
**ROSLINDALE DAY PARADE**
Sunday, Oct. 4, 2015 @ 1 PM
Roslindale Village Route:
Washington St. to South St. to Belgrade Ave. to West Roxbury Pkwy. to Centre St. to South St. ending at Fallon Field.

Contact MNA R5 if you would like to march with us.

Final details (meeting place, etc.) will be shared with participants.
Save the Dates

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

2015 Council Meetings (Tuesday, 6 p.m., MNA Headquarters):
September 15, November 17

Continuing Ed in R5: For more details, see page 3.
To download a regional registration form, go to www.massnurses.org/files/file/Nursing-Resources/CE/Region_reg.pdf.

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ICU Acuity Tool Programs: For more details, see page 1.
Join us at one of these programs. No registration fee. Reserve your space with AcuityTool@mnarn.org or by calling 781-830-5794.
Florian Hall, Boston: Thurs., 9/10, 4-5:30p.m. or 8-9:30 p.m.
Beechwood Hotel, Worcester: Wed., 9/16, 8:30-10a.m., 4-5:30p.m. or 8-9:30 p.m.
Inn at Longwood, Boston: Tues., 9/22, 8:30-10a.m., 4-5:30p.m. or 8-9:30 p.m.
Florian Hall, Boston: Tues, 9/29, 5-6:30 p.m. or 8-9:30 p.m.

Roslindale Day Parade: For more details, see page 3.
Join or watch us as we march with the MNA mobile unit
October 4, 2015 @ 1 p.m.

Resort and Conference Center, Hyannis, MA
October 7-9, 2015

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.