



## Council Members



Fabiano Bueno, Chair  
Carney Hospital



Joan Ballantyne, Vice Chair  
Norwood Hospital



Katie Christopher, Secretary  
Boston Medical Center



Dan Rec, Treasurer  
B&W Faulkner Hospital



MNA Board Rep (2014-2016)  
Dan Rec, B&W Faulkner Hospital



MNA Board Rep (2015-2017)  
Joan Ballantyne, Norwood Hospital



At-Large (2014-2016)  
Sandy Eaton, Retired



vacant  
At-Large (2014-2016)  
VACANT



At-Large (2015-2017)  
Kirsten Ransom, St. Elizabeth's



vacant  
At-Large (2015-2017)  
VACANT

Each of these R5 facilities holds an elected voting rep. at R5 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
- St. Elizabeth's Medical Center
- Somerville Hospital
- Tufts Medical Center
- Unit 7 (state facilities) Representative
- Whidden Memorial Hospital

MNA Regional Council 5  
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www.facebook.com/massnurses  
Harriett Duggan, Office Manager  
Brian Moloney, Community Organizer

## The More We Know the Stronger We Grow

submitted by Kirsten Ransom, RN (St. Elizabeth's Medical Center)



I first heard of the MNA in college. One of my friends was a member of the Massachusetts Student Nurse Association. Being young and busy I thought of it as another academic club that might help my resume come time to graduate, however I just didn't have the time available to add another activity.

When I graduated, the economy had just taken a turn for the worse. Most hospitals had a very limited number of positions available for new graduates or were currently on hiring freezes. I took the first position offered and started to work at a smaller non-union facility. Our salary was much lower to start than some of my peers and we worked long hours and lots of overtime. Our



St. Elizabeth's members at the State House

staffing levels were always unsafe and the stress level was very high. I lasted exactly one year and then took another position in another non-union position. This time I negotiated a better salary for myself. I had a fluid position that was recently created so the job description was very open. I learned a lot in this position as it was a combination of school nursing and VNA. However, there wasn't much room for growth in this position and I would have to request a raise in pay as more responsibilities were added as the position took shape.

Not long after taking a full-time position, I started per diem at SEMC. I immediately saw some of the differences of being in a union work place. To start, I didn't have to negotiate my salary, it was determined based on my years of experience and automatically would increase each year. There were many more opportunities for growth and to learn new skills. I had days put aside that I could take specifically for CEUs. There was always support. We had staffing ratios and nurse educators available to assist in each area. There was this new sense of protection as well. This is hard to describe but as a newer graduate in other positions it was always nerve-wracking when asking management a question or having concerns about a new policy or procedure. Now I had the ability to ask for assistance from my committee members to better understand the processes at hand.

At about two years into my position, our co-chair approached me and asked if I wanted to run for the negotiating committee. I always wanted to be more active and involved especially after seeing how hard the committee worked for us to improve our working environment. In the beginning there were many times during negotiations I was lost, not understanding the history of our contract and still learning the language and the process of negotiations. The committee helped to explain everything and I learned so much as we negotiated over the next two years. Having worked on the

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Don't miss the MNA 2016 Convention.

Registration Deadline: 9/15/16

MNA Regions will reimburse its members for convention expenses up to \$250.

See page 4 for more details.

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# Bargaining Unit Updates



**Boston Medical Center** submitted by Susan Sircico. We have nothing new to report.

**Brigham & Women's Hospital** submitted by Trish Powers & Kelly Morgan. After 23 bargaining sessions over 10 months, an informational picket, an historic strike vote and a strike notice, the



BWH nurses reached a tentative agreement with the hospital just hours before a scheduled one-day strike in June. We stood up for our patients and our profession by ensuring better staffing, improving safety and security measures and protecting new nurse benefits. Thanks to all who supported us along the way!



**Brigham & Women's Faulkner Hospital** submitted by Kathy Glennon & Dan Rec. The BWFH remains in contract negotiations. We have had nine sessions with number 10 to be held in August.



Progress remains slow. The bargaining unit nurses had the need to informational picket with the key issues of safe patient care - charge nurse without assignment, keep benefits, salary, vacations for all and security. It was a great turnout with multiple other unions helping. We are hopeful to get a fair settlement soon without the need to strike. Our own Facebook page was recently started; it is proving to be a great way to help spread the word and keep communication open to all. Many nurses have purchased MNA blue scrubs to wear at work in showing our UNITY.



**Cambridge Health Alliance** submitted by Susan Wright Thomas. The newly-ratified contract is being implemented with some complications.



There are units with only one nurse on shift during the night and getting the break now in the contract is proving to be a problem. Nurses who do not get a break, relieved of all responsibility, should be paid 45 minutes at overtime. There is also an issue with pro-ration of the retroactive ratification bonus. Full time at Cambridge is 36 hours and

these nurses have gotten the complete bonus. Part-time nurses have found their bonuses prorated on a 40-hour basis rather than as a portion of 36 hours worked at Cambridge. Management has not agreed to correct the error. A grievance is in process. A RIF recently affected two nurses. Both selected open positions and bumping was avoided.

**Medford School Nurses** submitted by Allison MacGilvray. We are looking forward to a new computer system which should make it easier to print reports and gather our statistics. We will be learning the new system over the summer and just prior to the start of school. We are looking forward to welcoming our nurses back who were out on maternity leave and assisting them in any way we can to make their return to school smooth. We will be ready to welcome our students back as well, and hopefully keep them all safe and healthy so they can enjoy another school year. Enjoy the last month of summer and do not forget your sun block!

**Norwood Hospital** submitted by Joan Ballantyne. Norwood held a hugely successful MNA day in June. It was an all-day affair. Members turned out in large numbers and throughout the day we were able to sit down and explain in detail our Defined Benefit Pension, answer individual questions and give examples of projected pension amounts.



New contacts were distributed and our associate director and director from MNA were present to answer any tricky questions from the members. Thank you, Deb and Dana. We held a gift basket competition and raffle. All the units contributed and the winner was the ER basket - congratulations. The money raised from the raffle was donated to charity. My co-chair, Kathy Reardon, and I just want to say thank you to our wonderful committee who step up whenever they are needed and to our fantastic bargaining unit for being engaged and supportive of our hospital and our union.



MNA Region 5 is a member of the



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@mna.org • 781-830-5704

**St. Elizabeth's** submitted by Kirsten Ransom. No update to report. Please note that Kirsten wrote this issue's feature article on page one.



**Tufts Medical Center** submitted by Mary Cornacchia. After seven sessions at the table, we have only come to agreement on one issue. It has been over six years since we have opened the contract for negotiations and as anticipated, they are all about the takeaways! The economic package, which bundles health insurance, wages, and the retirement plan, are divisive and just plain disrespectful. We are so far apart on these issues we asked if we were all on the same planet. While the discussions are not overly contentious at the moment, we are spending time connecting with our members to help them interpret the hospital's spin on their proposals. We have scheduled negotiation dates in to October so it is clear the hospital is in no hurry to settle.



**Join us**  
**ROSLINDALE**  
**DAY PARADE**  
**Sunday, Oct. 2, 2016 @ 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.**

**Whidden Hospital** submitted by Carla Cerrato. Nothing to report.



**No reports were submitted by these R5 bargaining units:** American Red Cross • Boston VNA • Carney Hospital • Dana Farber Cancer Institute • Dialysis Clinic, Inc. • Harvard Vanguard Medical Associates • Newton Public Health • Newton Wellesley Hospital • Somerville Hospital • Unit 7 (state facilities)

## MNA CE in Region 5

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. Contact hours will be provided.



### Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside

MIT Endicott House, 80 Haven St., Dedham, MA **Thursday, September 22, 2016, 5:30-7:45 p.m.**

Registration/Dinner: 5:00 p.m.

Presenter: Anne B. Baker, RN, MTS

Description: This program will provide nurses with knowledge to differentiate between ethical issues and ethical dilemmas and provide methods that can be utilized to increase awareness of each. Resolution of ethical dilemmas and sentinel events will be discussed.



### Disorders of the Skin: What Nurses Should Know

MNA Headquarters, 340 Turnpike St., Canton, MA **Tuesday, November 15, 2016, 6:00-8:30 p.m.**

Registration/Dinner: 5:30 p.m.

Presenter: Ellen McCafferty-O'Connell, GNP, DCNP

Description: This program will provide nurses with information about eczema, psoriasis, acne, rashes and the associated diagnosis and treatment of such diseases.



### Stepping Beyond the Yellow Tape: Update in Forensics

MNA Headquarters, 340 Turnpike St., Canton, MA **Tuesday, December 6, 2016, 9:00 a.m.-3:30 p.m.**

Registration: 8:30 a.m. Lunch provided.

Presenter: Dr. Jennifer Hammers, DO

Description: This program will address death investigation and identification to include post-mortem changes, sharp force injuries, gunshot wounds and strangulation. The information in the program will guide nurses to step past the yellow tape and onto the scene with forensic expert and medical examiner.

Name: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Employer: \_\_\_\_\_ RN\_\_ LPN\_\_ APN\_\_ Other (specify) \_\_\_\_\_

**To register, complete and return this 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 Email—Activate Yours TODAY!

#### CAN'T FIND YOUR MNA EMAIL ADDRESS AND PASSWORD?

Just call MNA Headquarters at 800-882-2056 and press 1 for the Membership Division. Once activated, you can also have your MNA email forwarded to your personal email account for convenience!

### MNA Email—Here's Why:

- ◆ It's assurance that your bargaining unit leadership can communicate with you.
- ◆ It's necessary to register online for MNA continuing education and other MNA programs.

*(continued from page 1)*

negotiations committee, I was able to see how much the union does and how hard members in the past have worked to protect our practice and enhance our future. I had no idea of all that was done and how much work goes into it. I believed that because we had a contract that it would always be there to protect us and would be followed by management. I've learned that there is always a continuing process of learning and using the contract to protect our members, and that there is intent in the language that may be up for interpretation. Sometimes things are not followed in the contract even after it is agreed upon and someone may still have to file a grievance. I used to look at the union as being there to ensure that we got good wages and to assist if there were issues that arose. I have learned that so much more goes on behind the scenes. I believe that in understanding all the processes involved I fully realize the importance of getting more people involved, especially our newer nurses.

By joining earlier in your nursing career and staying involved, one can work to help ensure continuity of our contracts and continue to protect our rights. One would learn and understand the history of the events and what that means for the language of our contracts. There is such a wealth of knowledge in understanding that was fought for by previous committees who first worked on our contracts.

I am now part of the Region 5 Council and able to see the bigger picture of how all the hospitals in the state are connected and affected by one another. The MNA works on multiple levels, from small community outreach events to larger political events and is involved in the development of bills to protect our patients and our own safety and practice. There are also so many fun activities available with your union members. I myself have traveled to Italy and Greece at an amazing price and unforgettable experience. I have learned so many new facts from attending the free CEU programs offered. I reached out to my community walking in the Roslindale Day Parade and took a stand with other nurses at the Candlelight Vigil at the State House to voice our need for Safe Staffing Limits to protect our patients and to be able to provide the best care and outcomes possible. I've attended some of our conferences, learned how we interact with other unions and what changes are coming in healthcare and policy, and learned more skills to help represent and enhance our practices.

I feel that I have made a difference at this point even if it may be small and needs to be continuously worked upon. As a person, I have grown and am able to stand up for myself, my patients and fellow nurses with less fear of a backlash and with more focus on the outcomes. I find myself questioning systems more and trying to find better ways to make things work to help our patients and us. I feel that I can ask questions and most importantly, I believe that I can affect change. I urge everyone to become more involved even if it is in the smallest ways. This is our profession that we love and collectively we have the ability to effect such great changes and improvements for our patients, their safety and our nursing practice.



**MNA Regional Council Five**  
340 Turnpike Street  
Canton, MA 02021



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### Another MNA Member Benefit: Did You Know?



Attention MNA Shoppers!  
Present a valid MNA membership card at the Information Desk at the

Wrentham Village Premium outlets to receive a VIP coupon book offering hundreds of dollars in savings.

**Happy back-to-school and holiday shopping!**

## Save the Dates



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

**2016 Council Meetings (Tuesday, 6 p.m., MNA Headquarters):**  
September 20; November 15

**Continuing Ed in R5** *For more details, see page 3.*

*Ethical Implications of Nursing: In the Gray Mist, What Does Ethics Look Like at the Bedside*

MIT Endicott House, 80 Haven St., Dedham, MA  
Thursday, September 22, 2016, 5:30-7:45 p.m.

*Disorders of the Skin: What Nurses Should Know*  
MNA Headquarters, 340 Turnpike St., Canton, MA  
Tuesday, November 15, 2016, 5:30-7:45 p.m.

*Stepping Beyond the Yellow Tape: Update in Forensics*  
MNA Headquarters, 340 Turnpike St., Canton, MA  
Tuesday, December 6, 2016, 5:30-7:45 p.m.

**Roslindale Day Parade:** *For more details, see page 2.*

Join or watch us as we march with the MNA mobile unit  
October 2, 2016 @ 1 p.m.



**MNA Annual Convention** *For more info and to register for the convention, go to [www.massnurses.org/files/file/Events/2016/2016Convention.pdf](http://www.massnurses.org/files/file/Events/2016/2016Convention.pdf)*

DoubleTree by Hilton Hotel Boston North Shore, Danvers, MA  
October 13-14, 2016/**reimbursement deadline: 12/14/16**

## Media Training for MNA Nurses & Union Leaders



**Leader Media Training: using the media to support local bargaining unit issues/job actions**  
**Two Wednesdays; dinner included: September 14 and 28**

- Providing an explanation of the media relations and interview process.
- Mock interviews for print, radio and TV interviews.

This training will provide local bargaining unit leaders/members with an understanding of how the media works and the role and value of using media relations to advance issues of concern to your local bargaining unit.

The program will provide participation with an understanding of the dos and don'ts of conducting media interviews, how to prepare talking points and messaging for an interview, as well as opportunities to conduct practice interviews for both print and electronic media.

**To register, contact the MNA Region 5 office (contact info on page 1).**



COMING SOON! DATES TBA

### The Mediation Process with guest speaker Josh Flax, FMCS

One class; dinner included. What is the mediation process? What is a federal mediator? What is "impartiality?" Why is mediation important? When should I call a federal mediator?



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.*