



Regionally Speaking

VOLUME EIGHT, ISSUE FOUR • Fall/Winter 2018



Council Members



Joan Ballantyne, Norwood Hospital Chair (2016-2019)



Barbara Tiller, Tufts Medical Center Vice Chair (2016-2019)



Kathy Reardon, Norwood Hospital Secretary (2017-2019)



Dan Rec, B&W Faulkner Hospital Treasurer (2017-2019)



MNA Board Rep (2018-2020) Dan Rec, B&W Faulkner Hospital



MNA Board Rep (2017-2019) Joan Ballantyne, Norwood Hospital



At-Large (2018-2020) VACANT



At-Large (2018-2020) VACANT



At-Large (2017-2019) Kirsten Ransom, St. Elizabeth's



At-Large (2017-2019) Linda Barton, Norwood Hospital

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
- CHA Cambridge Hospital
- CHA Everett Hospital
- CHA Somerville 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
- St. Elizabeth's Medical Center
- Tufts Medical Center
- Unit 7 (state facilities) Representative

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 Harriett Duggan, Office Manager
 Brian Moloney, Community Organizer

New Year, New Journey to Safe Patient Limits

submitted by Joan Ballantyne

I am writing this from a beautiful beach in Honduras, sipping on a long, cool exotic drink. Too much info? By the time this newsletter finds its way to you though I will be home, back at work with the sun, sea and carefree days well behind me. My Scottish skin will also be back to its normal shade of paler than pale and all fruity drinks a distant memory.

Why am I hitting the keys instead of turning the pages on my beach appropriate novel? I was asked to write this update at least a month ago but the task was placed in my "mental will get to it pile" because, full disclosure, I am a chronic procrastinator. I wish every new year resolution to be less so. Clearly, it's not working from last year but as we are only a few days into 2019, I am reminded that hope springs eternal! We all have things we really do not want to do but in our heart of hearts we know we really should get them done and in a timely manner. This year is going to a very difficult year for us chronic procrastinators.

We were tested last year in our perseverance and bravery. Despite our loss we came out winners. 2019 will be the year to show just how resilient and tenacious we are, after being beaten down by the power of the mighty dollar and a web of "tricky" lies. By now hopefully all of you will have attended one of the many debriefing sessions scheduled in each of the regions this month (January). Our fight going forward, and there is only one way to go, is that of onward and upward. It is not over. In truth, I believe it will never be over as we will always have to pick up the mantle and fight for our patients and ourselves. Whether it is at the State House, at the bargaining table, or in the streets, we will fight because it is a fight worth fighting.

Let's start by acknowledging our own shortcomings, as I have said--I put things off. This year should be our time for follow through, reaching out to all our supporters, extending our thanks and gratitude, strengthening the links and friendships, both old and new, making plans and actually building on the foundations of our own bargaining units. Let us keep up the momentum on the information highway that was formed

(continued on page 3)

YES FOR PATIENT LIMITS

Let's Get Together To Talk Safe Patient Limits

January 10, 5:30 p.m., R5 Office in Canton
 Join us--members and supporters can debrief the Question 1 campaign and share strategies on how to move forward to achieve safe patient limits. RSVP to rgannon@mnarn.org

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Bargaining Unit Updates



Brigham & Women's Hospital submitted by **Shelley Reeve** for **Trish Powers**. Contract negotiations continue. We've had 10 sessions as of December 10 and four more are scheduled in January. Agreements have been reached on some minor issues but management proposals on salary, pension, and a clinical ladder program have been firmly rejected.



Brigham & Women's Faulkner Hospital submitted by **Kathy Glennon & Dan Rec**. The BWFH is still in process of the magnet journey. We still have many open positions in our ICU and OR with bonuses. We still have three manager positions open as well. Staffing will improve on the night shift in our psych department with one extra nurse starting in January. We lost our grievance when a nurse wanted to take a personal leave of absence. Unsafe staffing forms are still being filed in our OR. The hospital had their annual holiday dinner which I heard was great. We plan to have our negotiation proposals finalized soon.



Medford School Nurses submitted by **Allison MacGilvary**. The Medford nurses are working toward settling our contract. We have a new superintendent who seems eager to settle fairly quickly! Many of us are finishing our mandated screenings and sending out needed referrals. Several of our nurses are in school pursuing their masters' degrees. We wish them all good luck! We hope to start close to the new year with a new contract and happy and healthy students and staff.



Some Medford School Nurses members at a solidarity meeting to discuss contract and support Safe Patient Limits ballot.

Norwood Hospital submitted by **Joan Ballantyne**. Following our defeat at the ballot box, the nurses of Norwood have been working their way through the stages of grief--we just cannot get to the acceptance stage! Yes, the defeat has left us smarting but as the weeks pass, we are settling down and beginning to talk about where we go from here. Our nurses have started the hard work of moving forward and refocusing on our goal, our never ending quest for the "golden ticket" of proving safe patient care at all times. On a lighter note, we have decided on our new contract cover featuring many of our nurses who stand up and speak out for our patients every day. It should be winging its way to the printers very shortly. And I will end on a personal note: to all of the Norwood RNs... thank you. Kathy and I are so proud to represent you.



St. Elizabeth's Medical Center submitted by **Kirsten Ransom**. SEMC had its annual MNA Day (pics from event on this page)! We had a great turn out and it was a perfect opportunity to touch base one-on-one with our members. We had MNA staff come to speak about membership info and also had Greta



Politano come speak about our pension plans, about which many of our members have had questions. We had the ability to discuss and to educate ourselves about the changes that are being implemented from our most recent contract negotiations with our members and to discuss some thoughts and feelings regarding question one. It was a great opportunity for all. We are looking forward to continued outreach and unity for SEMC this coming year. The more we know the more we grow!

Tufts Medical Center submitted by **Mary Havlicek**. Staffing struggles continue at Tufts, though hospital administration insists that "things are better" and there are "more nurses in place." These statements are hard to believe when blast text messaging is still being used for nurses to fill staffing needs; when patients are held in the OR until an ICU nurse can be found to attend to that unstaffed ICU bed; when case managers are covering two or more units/floors; when, even with travel staff in place, it is a scramble to start a day in the OR; and with the loss on the ballot question, it feels like there is no end in sight. The



push is on for staff nurses to fill out unsafe staffing or to at least notify committee members about these issues so that they can be addressed at joint labor/management and staff nurse advisory. There also remains a huge disconnect between what hospital administration 'hears' and what the bargaining unit feels. As a committee, we are unsure of who administration is talking to when they come away with the sense that everything is okay, especially when all we hear about is the lack of respect. In a recent meeting, hospital administration asked the committee to describe what RESPECT looks like to the nurses... we have put the question to the entire bargaining unit and will bring the responses to the table. Administration always says "we hear you." We just need them to understand and act in an appropriate and timely manner.

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

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 GBLC, please contact: **Brian Moloney, Region 5 Community Organizer** bmoloney@mnam.org • 781-830-5704

Monthly meetings are held on the first Tuesday at 6:30 p.m. at the IBEW Hall, Dorchester.



MNA R5 purchased a table at the GBLC Annual Salute to Municipal Officeholders on 11/19/18. The event was held at IBEW Local 103, Dorchester. Mayor Walsh was honored for his support of Boston's workers and unions.



St. E's MNA Day--some committee members



St. E's MNA Day--nurse educators



St. E's MNA Day--nurse case managers

A Pictorial Look Back at Our Ballot Initiative...



New Year, New Journey to Safe Patient Limits *(continued from page 1)*

during our campaign. We did all that work; let's not let it go to waste.

When we are asked to call our elected officials, show up at events, or write letters, let's just do it! Don't put it off or imagine that someone else will do it. To those of you who do all that now (thank you). Reach out to one of the procrastinators in your group and bring them along with you on this journey.

Again its going to be a hectic year. I pledge to work on my dawdling, love that word. I also expect all of you to show your mettle and be ready when called upon to step up! If we don't, who will?

(Now, where is that waiter?)
Joan



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!



Massachusetts
Nurses
Association

Regional Council 5
Greater Boston



www.massnurses.org/region5

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Save the Dates

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

2019 Council Meetings (Tuesdays, 6 p.m., MNA Headquarters)

January 15	May 21	September 17
March 19	July 16	November 19

Continuing Ed in R5: *We are still planning the spring offerings for R5. Here's a sneak peek. Our complete schedule and registration forms will be available online around February 1.*

Substance Use Disorder and Addiction; Nursing Considerations
MNA Headquarters, Canton, MA
April 30, 2019, 5:30-8:00 p.m.

Forensics: Nursing Considerations in Daily Practice
MNA Headquarters, Canton, MA
May 17, 2019, 9:00 a.m.-3:00 p.m.

Safe Patient Limits Debriefing (Open to non-MNA members also.)
MNA Headquarters, Canton, MA
January 10, 2019, 5:30 p.m.

MNA Labor Summit (Open to *all* MNA members, not just elected reps.)
Doubletree, Milford, MA
March 21, 2019, 8:30 a.m.-3:00 p.m.

Reduced Dues Application Deadline
For more details, contact MNA Membership Division 781-821-4625.
April 1, 2019

Substance Use in the Workplace-MassCOSH/MNA Training 2019

MNA Headquarters
April 11, 2019, 6:00-8:00 p.m.

MNA Clinical Conference
DCU Center, Worcester, MA
May 3, 2019, 8 a.m.



Massachusetts
Nurses
Association



All the classes listed below are held in each of the five regional offices.

The following is the schedule at the R5 office, Canton

Classes run 5:30-7:30 p.m.
with a light meal provided at 5 p.m.

- **Role of the Floor Rep/Grievance Handling and Arbitration.** Mondays: Jan 14 & 28, Feb 11 & 25
- **Contract Negotiations.** Mondays: March 18, April 8 & 22, May 6
- **Labor Law.** Mondays: May 20, June 3 & 17, July 1

To register, contact the MNA R5 office
with your name, employer, email contact.
region5@mnarn.org / 781-821-8255



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.