



Council Members



Joan Ballantyne, Norwood Hospital
Chair (2016-2018)



Barbara Tiller, Tufts Medical Center
Vice Chair (2016-2018)



Kathy Reardon, Norwood Hospital
Secretary (2017-2018)



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



MNA Board Rep (2016-2018)
Dan Rec, B&W Faulkner Hospital



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



At-Large (2016-2018)
VACANT



At-Large (2016-2018)
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

MNA Regional Council 5
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781-821-8255 TEL • 781-821-8256 FAX
region5@mnarn.org
www.massnurses.org/region5
www.facebook.com/massnurses
Harriett Duggan, Office Manager
Brian Moloney, Community Organizer

Members Getting Their Labor On



Labor Notes Conference submitted by *Linda Barton*. I was honored to be able to attend this year's Labor Notes Conference. It was truly inspiring to be among some 2,000 participants, union members, and leaders and to experience the overwhelming feeling of solidarity. There were many different types of unions present, but we all came together in Chicago to share our fight for wage security, pensions, health insurance, safety on the job, and, most importantly, to be given adequate staffing for our patients, students, events, customers, passengers. The classes were many and varied — topics encouraging new ideas, thoughts, and ways to approach fellow union members and management. If I am lucky enough to be able to attend in two years, I would like to go to more classes focused on subjects/professions other than healthcare, as I found it fascinating to hear different, yet the same issues as ours being discussed. There were some great success stories, which provided hope and inspiration, and enhanced our collective belief in belonging to a union. In these days of political and social differences, with unions being decimated by cases like Janus, I was re-energized by the enthusiasm and strength of the union spirit.

AFL-CIO Organizing Institute submitted by *Joan Ballantyne*. In May myself and another Norwood Hospital registered nurse, Kathy Wilfert, attended a three-day training run by AFL-CIO on organizing in Portland, Maine. The Organizing Institute's mission is to develop and promote the craft of organizing by participating in training programs; collaborating with unions; sharing successful approaches to organizing; and running strategic campaigns. It was an intense weekend during which we had the opportunity to learn and practice leading effective organizing conversations with peers and experienced organizers from across the labor movement. We also got to practice one-on-one organizing skills that are key to developing leaders and winning organizing campaigns. Also in attendance were fellow organizers from many different unions throughout the USA.

The first day started with introductions; everyone was from so many different unions and backgrounds but we all came with the same goal to help build power for working people. No matter what union we belonged to it soon became clear we had a common quest: how do we increase and grow our membership and participation. The agenda flowed seamlessly into the Principles of Organizing; What Happens In an Organizing Campaign; then to One-On-One Communication and Creating a Vision of the Union. During this time we met in small groups and the process of getting to know one another and develop trust to enable us work effectively together was well underway when the role play began. Now I am a fairly outgoing person but I have to admit the idea of role playing is not one that I embrace. In truth it did make me a little apprehensive. Kathy turned to me and gave me that "what have you gotten me into now look!" We each took a couple of deep breaths words and went with the flow. It really was like talking to our members one on one but with a few extra people hanging around. We covered different scenarios and as a group discussed ways to improve our 'performance' by avoiding certain words, using open-ended questions and really honing in on and perfecting our listening skills. I have to tell you Kathy was a natural.



(continued on page 3)



MNA has collected well over its target number of signatures. Thanks to everyone who helped in this phase. Your work is truly appreciated. After sorting and counting, the plan is to mail and deliver all the petitions to the town clerks.

Going forward we need your help with phone calls and canvassing to make this happen! Please contact the MNA Ballot Initiative Campaign at 781-830-5777.

Bargaining Unit Updates



Brigham & Women's Hospital submitted by Shelley Reeve for Trish Powers. Thanks to all who contributed proposals via Survey Monkey last month! Our MNA Committee will be meeting in a couple of weeks to finalize our proposal package. Congrats to Jen DeVincent and Katie Murphy on their election and to Dean Katica on his reelection to the committee.



Brigham & Women's Faulkner Hospital submitted by Kathy Glennon & Dan Rec. We are having a lot of resignations at BWFH. Half of our nurse managers have left, our nursing staff development nurses are leaving and now our president has announced that he will be leaving. We are still having some MOT in the ED and Psych departments but trying to work on solutions with management. Due to many vacant staff nurse positions, we are offering a bonus to a referral nurse and a new (at least 3 year) experienced nurse to work in our ICU. We passed our one-year wage reopener and will have a full negotiation session in April of 2019.



Cambridge Health Alliance submitted by Susan Wright Thomas. Labor-Management meeting has been working on many issues: maintenance and safety on the adult inpatient psychiatric unit; potential staff cross-training and merger of the child and adolescent psychiatric units; integration of specialty-trained nurses into the Float Pool; review and consideration for settling outstanding grievances. Nurse staff surveys are being reviewed in preparation for contract negotiations. **Nurses and supporters are encouraged to be actively involved in responding to misleading media advertising by management-related nurses regarding the ballot question to ensure safe patient limits. Bedside nurses and allies must make clear who they are, how they take care of patients and that the only acceptable answer to the question is "YES!"**



Medford School Nurses submitted by Allison MacGilvary. The nurses in Medford are waiting to negotiate. We will be welcoming a new superintendent and look forward to working with her. We have all noticed the increase in mental health concerns of many of our students. We are working closely with guidance and their teachers to provide as much support as possible. Many of us are educating our student's, staff and parents about ticks. We want to keep everyone safe this summer! Lastly, we want to wish Lucinda Riggins-Jay a very happy retirement.



Norwood Hospital submitted by Joan Ballantyne. Norwood is still in negotiations both at the local table and the LMA. Main sticking point is the contract duration for the LMA which is of great importance as before the end of the management proposed contract the ballot question will have been asked and answered and we will have our **Safe Patient Limits**. We continue with our full-on support of the ballot initiative: gathering signatures and talking to our friends, neighbors and patients. An update to our computer system has had many of us shaking our heads and questioning the lack of input on the usability from the bedside nurse.



St. Elizabeth's Medical Center submitted by Kirsten Ransom. SEMC is waiting for final touches from negotiations and then the ratification vote process. Committees at Norwood, Good Sam and Carney

worked hard alongside side us to secure a good contract. Our parking options had multiple complications and recently became more difficult. The committee plans to continue to work with the management team to resolve/improve the burden that parking has caused to many staff. SEMC has multiple changes occurring, such as the opening of a new unit and updates. The committee has been working hard to ensure that the processes in the contract are followed and our nurses and patients well being are being managed and protected as these changes occur. The committees' goals this year is to improve communication options with the staff and to educate the members on the language and importance of our new contract.

Tufts Medical Center submitted by Mary Havlicek. We welcome new bargaining committee members Donna Crowe, Beth Guzzi, and Cheryl Dynan who represent the ED, psych, and CCU respectively. We gratefully acknowledge those who have stepped down; there is no way to adequately thank Barbara Tiller, Evelyn Fin, and Ellen Fullam for their commitment and for the countless hours they have done over the years, especially during our most recent contentious contract campaign. Barb will remain active on the Region 5 Council. We head into June and joint labor management in an effort to hold the hospital accountable for the language we agreed to in January. Frustrations rise around the lack of posted positions and full implementation of the IV team and CRN team. The hospital has been busy with creatively writing job descriptions and attempting to "hybrid" many different areas around the house. Seems they have yet to learn that nurses are not widgets meant to be plugged in just anywhere. We are currently in discussions and working out the details of combining a couple different cost centers. The hospital's definition of collaboration and transparency seems to be quite different than the standard Webster definition. We continue to diligently remind them of our collective bargaining agreement. We are continuing to



engage the bargaining unit in the Safe Limits Save Lives campaign and using our Facebook page to provide information that members can share on their own personal pages, including talking points with regard to the rhetoric being splashed in the media. The recent MHA/ANA ads have sparked lively discussion and served to involve more of our members to actively participate in the campaign. Let's get this done!

Unit 7 (state facilities) submitted by Karen Coughlin. Unit 7 continues to meet with the state for contract negotiations with additional dates in June and July. We are hopeful to have an agreement soon with the state. Check on the MNA website Unit 7 page for updates on our negotiations and review the proposals. (If you can't remember your username and password to login to our Unit 7 page, call MNA at 1-800-882-2056 and dial 1 for the Membership Division and they'll help you with this. We encourage you to become involved in the MNA at your worksite. Please consider running for a position on your local committee. It can help you in learning the basics of your union and is a great place to start. In addition, consent to serve forms just recently went out for a number of positions on the U7 Executive Board. Or look into joining any number of committees at MNA such as Ethics, Workplace Violence Task Force and Labor Education to name a few.



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

MNA Region 5 is a member of the



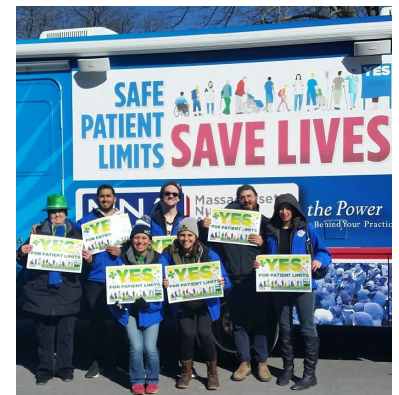
This means:

- 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. The July meeting has been deferred to August 7.

MNA R5 purchased a table at the GBLC Legislative Breakfast on 4/9/18. The event was held at the Omni Parker House, Boston.



MNA members Jillian Brelsford and Karen Duffy and five MNA field organizers marched alongside our mobile unit in this year's South Boston St. Patrick's day parade.

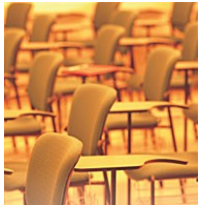


All of you are urged to help with the safe patient limits ballot initiative. Our opponents have deep pockets and will be spending an outrageous amount of money in an attempt to defeat the ballot initiative.

MNA doesn't have that kind of \$\$ but we've got something better...YOU! That is why you must talk to all of your family, friends, and neighbors to vote YES in November for safe patient limits. Talk to everyone you know! You can help by wearing a button, getting a bumper sticker, signing up for a lawn sign, helping with phone banking or even door knocking. Contact the MNA today and get involved...the patients of Massachusetts deserve to have a nurse at their bedside, when they need one. We can, we must, win this!

See pages 1 and 4 for more details.

MNA Continuing Education, Fall 2018 R5 Programs



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

Domestic & Sexual Violence Training:

What Nurses Need to know

Bank of Canton, 490 Turnpike St, Canton, MA

Wednesday, October 24, 2018

Choose ONE SESSION ONLY! Only one session is needed.

>>8-11 a.m. Morning Session<<

Arrive at 7:30 a.m. for registration/no food or drink allowed.

>>PARKING IN THE REAR OF BUILDING ONLY<<

>>12-3 p.m. Afternoon Session<<

Arrive at 11:30 a.m. for registration/no food or drink allowed.

>>PARKING IN THE REAR OF BUILDING ONLY<<

This presentation will look at the dynamics of Domestic & Sexual Violence, the health impact of violence and abuse, and the consequence of children's exposure to violence. The role of the nurse will be explored to include Trauma-Informed Care. This program is approved to meet the BORN re-licensure requirement for mandatory education on Domestic and Sexual Violence Training (MGL c 260-9). Two sessions will be held. Please choose either the morning or afternoon session. No food or drink will be available as food is prohibited in the auditorium.

Presenter: Erin Miller, MPS, MDV, CTSS, CASAC-T

Fee: Refer to the form below.

Each DSVT session has a max of 100 registrants. Then a waitlist will be implemented.

Human Trafficking:

The Nursing Implications of Trauma and Survival

MNA Headquarters, 340 Turnpike St, Canton, MA

Wednesday, November 14, 2018, 5:30-7:45 p.m.

Arrive at 5 p.m. for registration/dinner.

Nurses and others who encounter victims of human trafficking often do not recognize it and opportunities to intervene are lost. This program will provide nurses with information to understand the phenomenon and the related health risks of human trafficking, to identify indicators and recognize signs that an individual is being trafficked. Strategies for safe intervention will be presented.

Presenter: Donna Sabella, PhD, M.Ed, MSN, RN, PMHNP-BC

Fee: Refer to the form below.

Prediabetes, Insulin Resistance, "Diabetes of the Brain" Prevention Education, and Cutting Edge Research You and Your Patients WANT to Know!

MNA Headquarters, 340 Turnpike St, Canton, MA

Wednesday, December 5, 2018, 5:30-7:45 p.m.

Arrive at 5 p.m. for registration/dinner.

This program will educate participants about prediabetes, insulin resistance and discuss the latest research on Type 3 diabetes and its connection to Alzheimer's Disease. Diabetes prevention measures and lifestyle changes to reduce patient risk of developing Type 2 Diabetes will be discussed.

Presenter: Scherrie Keating RN, BSN, CED, CDC National DPP Lifestyle Coach

Fee: Refer to the form below.

To register, complete & return this form with a placeholder fee (check only) to MNA Region 5, 340 Turnpike St, Canton, MA 02021.

FEE: Member/Associate Member Free* ~ Non-Members \$95.

*Requires \$25 placeholder fee which will be returned upon attendance at the program.

Name _____ Phone _____ Email _____

Address _____

Place of Employment _____

____RN ____LPN ____APN ____Other (specify) MNA ID# (office use only) _____



October 24, 8-11am
DSVT~MORNING session



October 24, 12-3pm
DSVT~AFTERNOON session



November 14
Human Trafficking



December 5
Diabetes

Members Getting Their Labor On (continued from page 1)

Day 2 led us into Leadership and Committee Building, Analysis of the Employer Campaign and House Calls. The teaching strategy was to discuss then show us examples with the lecturers playing the parts then we had to break out into small groups to practice. The house calls were another skill set that took me out of my comfort zone but again with the team support and the realization that the approach really did empower and embolden you and that the strategies they taught us were effective. I enjoyed the One-on-One Communication and Getting the Story sessions which is a skill I feel as nurses we are pretty good at, talking to our patients getting the story and listening to the details. I was sold by the time we got to Creating a Vision of the Union.

We had to do a full one-on-one house call on our last day. From the introduction at the door, getting the person who works at the supermarket or hospital to invite you into their home, listening to their story, educating them on the vision of the union, Inoculation in preparation for the Employer Campaign and then the Assessment, Agitation and Move to Action, "are you ready to stand with your co-workers to form a union?" The trainers were very realistic in their roles and certainly put us through our paces, it was really quite intense at times but it got you to keep coming back to the basics, open ended questions, fact based, their opinion, how does this affect your family and have you ever tried to do something about it? We also covered mapping of work areas, building worker lists, leadership identification and so much more.

At the end of the weekend I found myself energized, ready to put this training and knowledge I have gained to work. If you ever get the chance to attend, I highly recommend participating. You will not regret it.

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

MNA Regional Council Five
340 Turnpike Street
Canton, MA 02021



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**Thinking of getting
your MSN?**

**Tuition Reduction
for MNA Members**



For more info on tuition reduction member benefits, go
to <http://www.massnurses.org/nursing-resources/career-services/getting-your-msn>

Save the Dates



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

2018 Council Meetings (Tuesday, 6 p.m., MNA Headquarters):

July 17 September 18 November 20

Continuing Ed in R5 More details on page 3.

Domestic & Sexual Violence Training: What Nurses Need to Know
Bank of Canton, 490 Turnpike Street, Canton, MA **Parking in rear lot only!**
Wednesday, October 24, 2018 We are offering the same program twice
in one day. Choose ONE SESSION ONLY; only one session is needed.
Each DSVT session has a max of 100 registrants. Then a waitlist will be implemented.

Human Trafficking: The Nursing Implications of Trauma and Survival
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MNA Annual Convention 2018

Sheraton, Framingham, MA
October 3-5, 2018

Massachusetts State Election

November 6, 2018

YES FOR PATIENT LIMITS



NURSES, TALK TO YOUR FRIENDS & FAMILY

Why We Need This!

- Massachusetts hospitals rank near the bottom nationally in preventable readmissions and other patient care outcomes.
- Massachusetts ranks near bottom for ED wait times.
- For over 20 years, nurses have worked with the legislature to reach safe patient limits. They have failed to address this issue.
- Patients deserve appropriate standards of care regardless of hospital size or geographic region.

This is about patient safety!



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.