



Massachusetts
Nurses
Association

Regional Council 5
Greater Boston



www.massnurses.org/region5

NEWSLETTER OF MNA REGION 5

Regionally Speaking

VOLUME EIGHT, ISSUE THREE • October 2018

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

Let's Win This!

submitted by Joan Ballantyne

The vote for the ballot initiative is approaching fast; November 6 will be here before we know it. It is all consuming but I, like so many others, am gladly giving up free time to get this done. Never have I felt so empowered. This is my chance to actually make a difference in how the Commonwealth of Massachusetts cares for its patients. And we the nurses will make it happen!



Working on the ballot initiative has given me a voice, a voice for my patients and their families. For far too long they have had to gamble on whether or not the nurse caring for them or their loved ones will actually have the time to provide the care they need and deserve. It has given me hope, hope for the future of nursing and the clear and unequivocal need for the appreciation and recognition of how vital the bedside nurse is to a patients well being.

From simple things like holding their hand at night when darkness falls and the stresses and fears from the day increase and they just need to know that another human being cares and is present and available for them to knowing that when they press the call bell, a nurse will come. Yes, we provide much more high-powered and technical care at times but the care and attention of the bedside nurse cannot be replicated and should not be undervalued. This is at the very foundation of being a nurse to me, which is why I am so committed to this ballot initiative.

The research clearly shows that nurses who care for fewer patients provide better care and the risk of untoward events lessens as do complications, errors, shortens stays and improves the patient experience. Not to mention cost reduction, for this reason alone you would think the hospitals would be on board! Everyone in the nursing field who has ever picked up a nursing journal knows this but we have to do a better job of educating the public so they understand just how valuable the bedside nurse is to them and to their successful recovery from surgery or pneumonia or the most common cause of admission and readmission - heart failure.

(continued on page 3)

THIS IS OUR TIME

CONVENTION 2018 MNA Massachusetts Nurses Association
October 4-5 Sheraton Framingham
1657 Worcester Rd, Framingham, MA 01701

MNA 2018 Convention Reimbursement
Reimbursement Deadline: 12/5/18
download a form at
www.massnurses.org/region5/forms

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Bargaining Unit Updates



Brigham & Women's Hospital submitted by **Shelley Reeve** for **Trish Powers**. Contract negotiations are scheduled through the end of October. We also have several arbitrations over the next few months addressing the new attendance policy, reinstatement following a personal illness leave, Program Manager positions, and removing the educator positions from the bargaining unit.



Brigham & Women's Faulkner Hospital submitted by **Kathy Glennon & Dan Rec**. Everyone is excited about **YES ON 1** to pass. We recently had election for new officers and it was decided to keep the same officers in place. We do have one seat open but it should be appointed by September. Unfortunately we still have some MOT in our Psych and ED departments. Management had agreed to a trial bonus on-call program in these areas to see if it can eliminate MOT. BWFH is still on the Magnet Journey and papers have been filed. We are still offering sign on and recruitment bonuses of \$3000 for experienced nurse for our ICU and OR. Otherwise we have been pretty quiet.



Cambridge Health Alliance submitted by **Susan Wright Thomas**. The three Cambridge Health Alliance MNA bargaining units negotiated with the Alliance to reach a tentative settlement for a one-year extension of the contract which expired June 30, 2018. The new agreement expires June 30, 2019 and carries a three percent increase over the life of the contract. Ratification votes are scheduled to allow implementation during the first pay period of September. The "Nurses Say YES on 1" campaign is well underway. Yard signs, buttons and bumper stickers are available from Committee members. Check the MNA bulletin boards for responses to Management's attempts to confuse the issue. If we communicate with our colleagues, friends and families we will win this fight for our patients! Did you see your Cambridge colleagues on the news standing with Donna Kelly-Williams at Assembly Square? Earlier we met with a long-time MNA champion and friend of the patient community of CHA, Congressman Michael Capuano. Join us next time - it's a blast.



Medford School Nurses submitted by **Allison MacGilvary**. The Medford nurses are preparing for the start of the 2018-2019 school year! We are welcoming a new member to our team and look forward to working with her. A few of our nurses are enrolled in a MEd. program which should finish up this Spring. We wish them good luck! We have not yet started our contract negotiations. We look forward to working with our new superintendent and are hoping that all of our students and staff have a happy and healthy new year!

Newton-Wellesley Hospital submitted by **Betty Sparks**. We at NWH have been very busy and staffing (or lack there of) has been a consistent problem. Especially in the ED. To add to that they have been boarding many patients, up to 16 on one particular night. The nurse manager in the ED has helped our YES on Question 1 campaign by telling the nurses they were not allowed to wear the buttons. Unfortunately for the nurse manager or director as they are now called, I had just given that same



NURSES SAY YES ON 1

SAFE PATIENT LIMITS

Ballot Initiative for Safe Patient Limits

I will stand at the polls and hold a sign for YES on Question 1 in my community at the date and time indicated.

<input type="checkbox"/> 10/22, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.	<input type="checkbox"/> 10/29, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.
<input type="checkbox"/> 10/23, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.	<input type="checkbox"/> 10/30, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.
<input type="checkbox"/> 10/24, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.	<input type="checkbox"/> 10/31, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.
<input type="checkbox"/> 10/25, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.	<input type="checkbox"/> 11/01, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.
<input type="checkbox"/> 10/26, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.	<input type="checkbox"/> 11/02, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.
<input type="checkbox"/> 10/27, # of hours _____	<input type="checkbox"/> a.m.	<input type="checkbox"/> p.m.			

November 6, Election Day, # of hours _____ a.m. p.m.

Name _____

Town _____

Email _____

Cell # _____ Can we text you? Yes No

Call MNA Headquarters
781-821-8255
with your availability and
contact info. Thank you!

Thank you!

MNA

nurse the card explaining that YES, it is a union right to wear buttons. So the nurse handed her the card and now all the nurses in the hospital who were once afraid to wear the buttons are now asking for them. This is the beauty of Facebook, all this was posted on the MNA NWH site for all to see. The comments from the nurses throughout the hospital are supportive and some are really

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@mnarn.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 Labor Day Breakfast. The event was held at the Omni Parker House, Boston. There are still a few seats available at the MNA table for the Annual Salute to Municipal Officeholders on 11/9/18 at the IBEW Local 103, Dorchester at 6pm. Contact the R5 office if you are interested in attending.

good radical ideas. I hope we actually do some of those wild and crazy things! Empowerment of our nurses is a wonderful thing!! It doesn't matter how they get it as long as they get it! Newton Wellesley is a great big YES on Question ONE!

Norwood Hospital submitted by **Joan Ballantyne**. Norwood RNs are happy with their new contract and the retro payments we all received will come in handy for all that back to school shopping, yes the summer is almost over! It's full speed ahead now for the Yes on One in November. Signs are up and the daily conversations with friends, colleagues and neighbors are ongoing. Our pockets always have a spare button in them for that member of the public who asks the question in the supermarket "its yes on one right?" Our last computer update continues to be, what's the polite term...annoying, frustrating, redundant! Work in progress...



Tufts Medical Center submitted by **Mary Havlicek**. We may have won positions as part of our contract settlement but we continue to have to advocate to fill IV and CRN openings. Several other positions remain open but the hospital has onboarded some travel agency staff to fill some vacancies. We continue to attempt to address the issue of bullying by management. In a statement at the last joint labor management meeting, the committee brought forward several examples of bad behavior by managers. We stated that the message of exemplary behavior should start at the top. Up until now, push back about our ballot question has been subtle from the hospital but it has become a very hot topic. Administration is not happy with the pictures of nurses holding up yes on safe limit signs that are posted in the union window boxes around the hospital. We will not be backing down!



Unit 7 (state facilities) submitted by **Karen Coughlin**. After 14 bargaining sessions, the U7 Executive Board negotiated a tentative agreement with the Commonwealth in August. U7 members will receive the entire tentative agreement in the mail along with a ballot for the ratification vote. The elected Unit 7 Executive Board has recommended it for ratification.



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, St. Elizabeth's Medical Center, Somerville Hospital, Whidden Hospital



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.
Member/Associate Member Free* ~ Requires \$25 placeholder fee which will be returned upon attendance at the program.
Non-Member Fee for each program listed below.

Name _____ Phone _____ Email _____

Address _____

Place of Employment _____

____ RN ____ LPN ____ APN ____ Other (specify) _____ MNA ID# (office use only) _____

October 24, 8-11am
DSVT~MORNING session
\$25* member/\$45 non-member

October 24, 12-3pm
DSVT~AFTERNOON session
\$25* member/\$45 non-member

November 14
Human Trafficking
\$25* member/\$95 non-member

December 5
Diabetes
\$25* member/\$95 non-member

Let's Win This (continued from page 1)



Let's not forget with fewer patients we can give better care but we can also give better care to our colleagues and ourselves. Imagine having time to mentor the new nurses on the floor. Instead of being assigned 6-8 patients the day after you come off orientation, they will have 4 in med/surg and you will be able to take the time to mentor these new nurses and help them become the nurses they are striving so hard to become. Nurses will go home at the end of their shift and feel they did a good job and not be

completely stressed out by the thought they might have missed something or not provided their patients the high standard of nursing care they so want to give.

My last thought on this – everyone will need a nurse at one time or other in their lives,. Would you rather your nurse had more patients to care for at one time or less patients—because one of the few or one of the more will be you and me!

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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More About the Ballot on Page 1



NURSES SAY
YES ON 1
SAFE PATIENT LIMITS

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):
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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Prediabetes, Insulin Resistance, "Diabetes of the Brain" Prevention Education, and Cutting Edge Research You and Your Patients WANT to Know
MNA Headquarters, Canton, MA
December 5, 2018, 5:30-7:45 p.m.

Roslindale Parade
October 14, 2018 @ 1pm

Reimbursement Deadline More details on page 1.
for MNA Annual Convention 2018
December 5, 2018

→ **Massachusetts State Election** ←
November 6, 2018

YES FOR PATIENT LIMITS  YES VOTE

**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.