



Regionally Speaking

VOLUME SEVEN, ISSUE FOUR • Fall 2016

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



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

vacant

At-Large (2016-2018)
VACANT

vacant

At-Large (2016-2018)
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
- 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
- Quincy Medical Center Satellite
- St. Elizabeth's Medical Center
- Tufts Medical Center
- Unit 7 (state facilities) Representative

MNA Regional Council 5
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Harriett Duggan, Office Manager
Brian Moloney, Community Organizer



Mandatory Overtime: Just Say NO

submitted by Dan Rec, RN (Brigham & Women's Faulkner Hospital)

Many nurses have been asking their reps, "Why is management mandating me to stay? I thought there was a law against it." The answer is YES THERE IS A LAW and management is choosing to break it. Unfortunately, there is no monetary fine attached to the law, so we need to work together to help enforce it.

First, we need to make this an issue for discussion during our labor/management committee meetings. Second, we have to say NO. The law states we have the right to do so unless there is an emergency. An emergency is not an existing staffing hole or a sick call. But sometimes we are our worst enemy. We do it because our patients need us and we do not want to put our patients or staff at risk. This is what management relies on. If we continue, management will not address our problems with unsafe staffing.

If your manager tries to require you to work beyond your shift, please follow these steps:

1. Ask the manager if she/he is mandating you to stay. If the answer is NO; it is your choice whether or not to work overtime. If the answer is YES, it is against the law and it is your right to refuse.
2. If the manager, even after being informed of the law, continues to insist that you stay, inform the manager that you are working under protest and you will be reporting the unlawful mandatory overtime to the MNA and to DPH. It will also be beneficial to have a written letter stating the enforcement from your manager.
3. Follow up by notifying a committee member and fill out the form we have created to report violations of the law to DPH at www.massnurses.org/labor-action/reporting-forms.
4. If you continue to refuse, give a verbal or written report to another nurse (even a supervisor or manager). If written, have it state, "This written report now concludes my shift." The BORN does not consider this an abandonment.

Remember, the law does NOT allow for mandatory overtime because of routine staffing issues. The law is very specific about what constitutes an exception, including a government-declared emergency; a catastrophic event such as a natural disaster or act of terrorism; or an unforeseen hospital emergency.

Hospital management must stop violating the law. It is a dangerous practice that harms patients and nurses. But we need your help to make a change. Follow the steps provided here and we can fight back against unlawful mandatory overtime! Just say NO.



MNA 2016 Convention Reimbursement
Reimbursement Deadline: 12/14/16
download a form at
www.massnurses.org/region5/forms

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Bargaining Unit Updates



Brigham & Women's Hospital submitted by Trish Powers.



Serious staffing issues continue on many units and we are scheduled to meeting with the hospital on November 10 to discuss nurses' numerous concerns. Our first meeting to discuss safety and security issues with the hospital is also scheduled for November. We extend our heartfelt congratulations to Liz Dalton, from the CCU, on receiving the Kathryn McGinn Cutler Advocate for Health and Safety Award at the MNA Convention. Liz has shown great courage and advocacy following her assault by a family member last year.

Brigham & Women's Faulkner Hospital submitted by Kathy Glennon & Dan Rec.



We ratified our three-year contract for one of the better settlements out of the partners group. We obtained parity to Newton-Wellesley Hospital at top and bottom salary scales, better security language, no loss of wages if injured by a violent patient, discussions to decrease charge nurse assignments and no takeaway from our insurance benefits. We agreed to have a wage re-opener in April of 2018. We are still having MOT in the ED and psych floor due to sick calls and understaffing but hopefully this will improve with additional staff. We will be appointing a new executive member due to the resignation of Janice Berman, who was a great addition to our team. Janice wants to enjoy her per diem status and spend more time with her family.

Cambridge Health Alliance submitted by Susan Wright Thomas.



A newly-organized executive committee and negotiating team is beginning to prepare for contract negotiations expected to begin this winter. The Cambridge unit is pleased to honor the accomplishments of our nurses. Bronwyn Mastrangelo was recognized with the Excellence in Nursing Practice Award and Suzy Dailey, Liz Barboza, and Karin Ash earned the Elaine Cooney Labor Relations Award from MNA. Two of our ICU nurses, Donna Mondeau and Jen Polleys were celebrated in the New York Times for their compassion and outstanding care of a patient and family in tragic circumstances. All of these nurses credit their colleagues' collaboration and support in their achievements. It is our great strength that even as we face down management threats to our practice we hold each other in such high regard. We are disappointed in the sudden resignation of our CNO in October. Though she had been at CHA for only a few months we recognized her as a transformational leader who supported nurses and our practice. We are committed to continuing the work we have started and hold the "new/old" leadership responsible for furthering initiatives to use the talent, drive and expertise of CHA nurses.

Carney Hospital submitted by Elaine Graves.

Still learning to work with new CNO. Have been hiring a lot of per diem which is great but hard to keep them as they get few hours. There has been a lot of movement of new staff members to ED and ICU. These departments work 12-hour shifts and having a hard time keeping new grads because they want the 12-hour shifts and management will not post 12-hour shifts on medurg floors. We have been filing lots of

grievances not posting sabbatical per contract, not holding per diems to commitment. Had grievance on getting more positions in MPU; won that one which was great! You need to be on constant observation with Steward.

Medford School Nurses submitted by Allison MacGilvray. Medford nurses have spent most of our new year getting oriented to our new computer system, School Brains. We are all making good progress. We continue to work as a team to make sure all of our students are healthy and safe!

Norwood Hospital submitted by Joan Ballantyne.



By the time you are all reading this the universe will have righted itself and Kathy Reardon will have resumed her rightful place in the ER at Norwood. The worker bees (RN's) at Norwood held down the fort while she was gone and I am glad to report no major incidents or issues. The ICU is working on the new Steward-wide acuity tool. Our telemetry floor is experiencing prolonged

and protracted staffing issues mostly stemming from the lack of consistent ancillary help. Norwood had a great showing at the MNA Convention in Danvers. RNs enjoyed several wonderful speakers, learned some new stuff, networked with our colleges from other hospitals and witnessed our beloved Roz Feldberg receive the MNA Advocate Award. Mark your calendars for next year people!



Roz Feldberg (center) with Norwood Hospital nurses

Tufts Medical Center submitted by Mary Havlicek Cornacchia.



As we trudge sluggishly through negotiations, hospital administration has stepped up their game by creating an update page linked to the hospital website in order for anyone to read their spin. It has actually been helpful to the committee because it is driving our members to ask us questions and get engaged in the process. We have almost half of the bargaining unit on our Facebook page. The committee created Halloween baskets for each floor and clinic area filled with goodies buttons/stickers, committee contact info and other key info. We will host an open meeting on 11/29 plan to announce actions going forward. We remain true to our fight for adequate staffing and language governing the floating of core staff. There is a large number of travel staff in the house which is concerning. We have not lost sight of our need to protect our current benefits and push for more competitive wages across the board. We don't have enough nurses to staff the beds we have now and the hospital is looking to expand. We need to recruit and retain but that won't happen until we are market competitive. Stay tuned...we are just beginning to step it up and out.

Whidden Hospital submitted by Carla Cerrato.



Whidden has a new negotiating committee. The members are co-chairs Carla Cerrato and Jim Winnett; secretary Cheryl Palazzolo; ICU Rep Rise' Ferri; West 3 Rep Lucienne Baptiste; West 2 Rep Dawn Hughs; West 1 Rep Sharon Froilan; Health Care Professionals Nick Giurleo, PT and Rose Lusinski, Pharmacy. The Whidden Hospital name change going forward will now be CHA Everett Hospital. The ICU Staffing Law is in effect but the unit is not being staffed at all times according to the law. We continue to have discussions on the staffing law at labor management.

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

MNA R5 purchased a table at the GBLC Labor Day breakfast. The event was held at the Park Plaza Hotel. Some pics are below.



MNA with Elizabeth Warren



MNA with Walter Timilty

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.



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.

Member/Associate Member Free*~Non-Members \$95. *Requires \$25 placeholder fee which will be returned upon attendance at the program.

Stepping Beyond the Yellow Tape: Update in Forensics
 Bank of Canton, 490 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.

Member/Associate Member Free*~Non-Members \$195. *Requires \$50 placeholder fee which will be returned upon attendance at the program.

NOTE: venue change

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.



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.

MNA Convention 2016



MNA members from Newton-Wellesley Hospital, Norwood Hospital and B&W Faulkner Hospital

**DoubleTree by Hilton
 Danvers, MA**



MNA members from L. Shattuck Hospital

Oct. 12-14



MNA members from Tufts Medical Center



MNA members from Pappas Rehabilitation Hospital for Children



MNA members from Cambridge Health Alliance

MNA Region 5 reimburses members up to \$250 for hotel, registration & parking



MNA Regional Council Five
340 Turnpike Street
Canton, MA 02021



PRSR STD
U.S. Postage
PAID
Permit #63
Canton, MA

Another MNA Member Benefit: Did You Know?



Movie Passes! MNA members can purchase movie passes at MNA for AMC, Rave, Regal, and Showcase. Price of movie pass is lower than ticket price at the theater.

Contact Jennifer at MNA (M-Th 7:30am-4:00pm)
1-800-882-2056 x726

MNA accepts Mastercard, Visa, Amex, and Discover
or a check payable to the MNA.

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):
November 15

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

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
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MNA Convention Reimbursement Deadline: To download a reimbursement form, go to www.massnurses.org/region5/forms
December 14, 2016

MNA Clinical Conference
DCU Center, Worcester, MA
May 5, 2017

MNA Annual Convention 2017
Sheraton, Framingham, MA
October 11-13, 2017

MNASM
LABOR SCHOOL

Register Now!

New Track

**Building the Unit,
Building the Union**

Two Wednesdays: Dec 7 & Dec 14
Dinner @ 5 p.m. • Session 5:30-7:30 p.m.

- Organizing the Workplace
- Attacking Member Apathy
- Strategic Planning
- Developing Workplace Actions



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