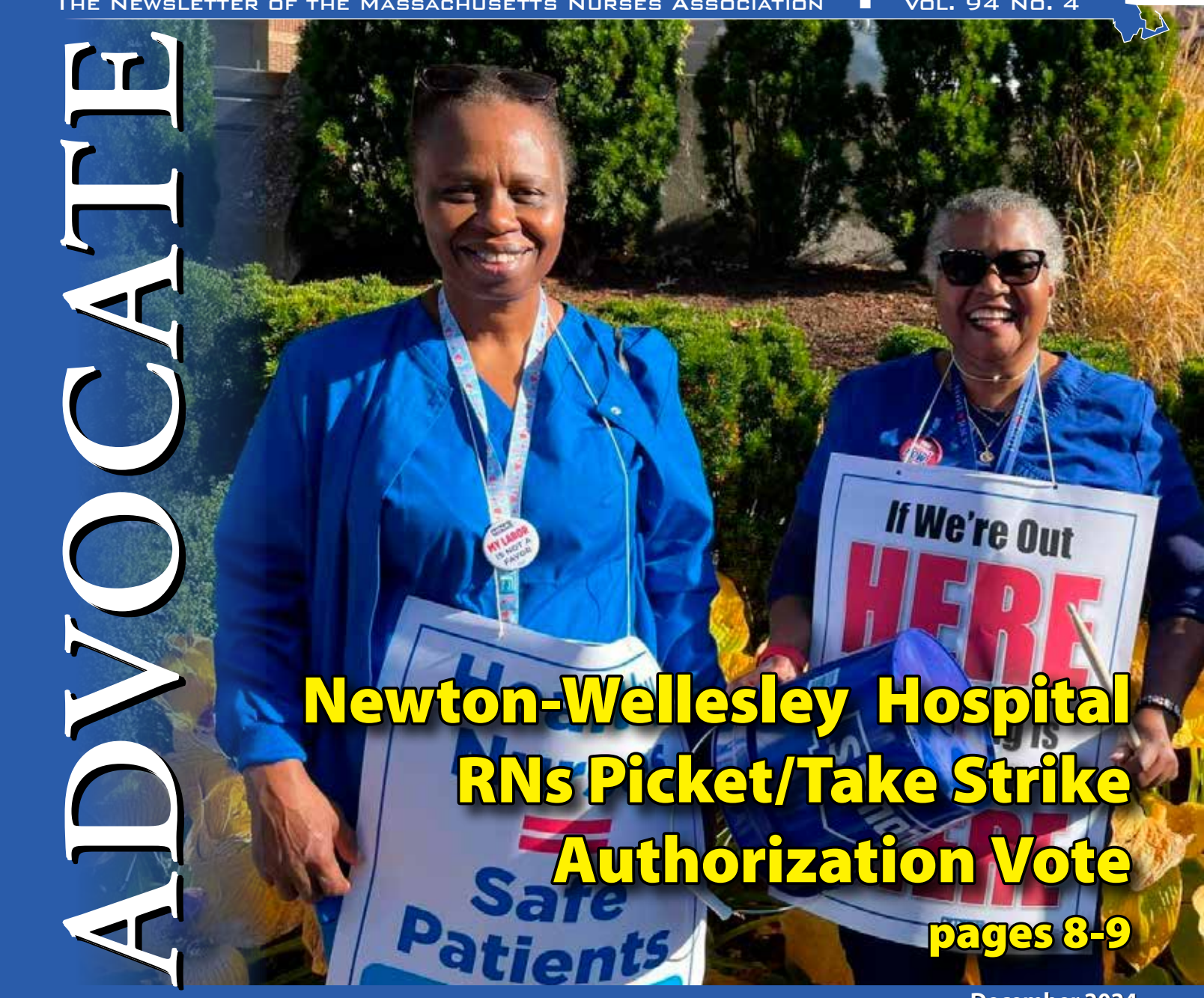
the Massachusetts nurse

THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION ■ VOL. 94 NO. 4

ADVOCATE



Newton-Wellesley Hospital RNs Picket/Take Strike Authorization Vote

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December 2024

MNA℠ Massachusetts Nurses Association

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On the web: massnurses.org

SAVE THE DATES

MNA Massachusetts Nurses Association CNE continuing nursing education

Spring 2025

IN-PERSON OFFERINGS:

REGION 1
Safeguarding Your Nursing License & Protecting Your Livelihood, Thursday, April 10, 2025, 5:30-7:45 p.m.
Delaney House, 3 Country Club Road, Holyoke

REGION 2
The Gift of Five Wishes-Wednesday, June 11, 2025, 6-8 p.m.
The Beechwood Hotel, 363 Plantation Street, Worcester

REGION 3
The Complexity of the Endocannabinoid System and Understanding Cannabis (Medical Marijuana) Treatment-Thursday, April 3, 2025, 6-8:15 p.m.
Massachusetts Maritime Academy, Beechmore Conference Center, 11 Buttermilk Way, Buzzards Bay

REGION 4
Sleep Support with Herbs: Practical Insights for Nurses and Their Patients, Tuesday, April 15, 2025, 6-8:15 p.m.
Danversport Yacht Club, 161 Elliot Street, Danvers

REGION 5
Combatting the Stigma of Addiction in Healthcare: Nursing Considerations-Tuesday, April 29, 2025, 5:30-8 p.m.
MNA Headquarters, 340 Turnpike Street, Canton

MNA HEADQUARTERS
Advanced Cardiac Life Support (ACLS)-Certification: Tuesday, April 22, 2025-9 a.m.-4 p.m. and Recertification: Tuesday, April 29, 2025, Two (2) sessions: 9 a.m.-12 p.m. or 12:30-3:30 p.m.
MNA Headquarters, 340 Turnpike Street, Canton

Registration will be available in early January, 2025

To Register, call:
Liz Chmielinski
781-830-5719 or
Dayana Ocasio
781-830-5723

The Massachusetts Nurses Association is accredited as a provider of Nursing Continuing Professional Development by the American Nurses Credentialing Center's Commission on Accreditation.

VIRTUAL OFFERINGS:

REGION 1
Addressing the Commercial Sexual Exploitation of Children (CSEC): A Public Health Issue-Thursday, February 27, 2025, 5-7:15 p.m.
Via Zoom platform

REGION 2
Nurse-Patient Advocacy for Health and Safety in the Face of Climate Change and Exponential Warming-Wednesday, April 23, 2025, 5:30-7:30 p.m.
Via Zoom platform

REGION 3
Legal Update: Top Issues Facing Nurses- Wednesday, February 5, 2025, 6-8 p.m.
Via Zoom platform

REGION 4
Healthcare Serial Murders: Patterns and Challenges, Tuesday, March 11, 2025, 6-8:15 p.m.
Via Zoom platform

REGION 5
Fundamentals of Worker's Compensation-Wednesday, May 21, 2025, 6-8:15 p.m.
Via Zoom platform

Other Important Dates:

MNA Labor Summit, Wednesday evening reception, all day Thursday, March 12-13, 2025
Four Points By Sheraton, Norwood

MNA Annual Clinical Nursing, Friday, May 2, 2025
Four Points By Sheraton, 1125 Boston-Providence Turnpike, Norwood

Labor Education Winter/Spring 2025
- Wednesday, February 19, 2025 Topic TBA
- Wednesday, February 26, 2025 Topic TBA
- Wednesday, March 5, 2025 Topic TBA

Monthly virtual Labor Program dates:

Grievance Handling Basics 101	Grievance Handling Basics 102
1/14, 2/11, 3/18, 4/8, 5/13, 6/10	1/15, 2/12, 3/19, 4/9, 5/14, 6/11

President's Column

Katie Murphy

Greetings, Sister and Brothers,

Before reflecting on the interesting times in which we find ourselves, I'd like to say how great it was to see so many of you at our annual Convention at Margaritaville in Hyannis this past October. There were certainly some challenges but also time for networking in between hearing from some inspiring speakers. I look forward to seeing many more of our members next year. Now, back to the interesting times …

As noted in our last issue, we have seen some strong organizing as nurses and healthcare professionals voted to join MNA. It will be powerful to see this trend continue as we see physicians and others in healthcare vote to join a union. It will be important to remain informed and engaged as a new administration takes over in January. No matter how votes were cast, it is undeniable that the incoming administration is more pro-business and less pro-organized labor.

We must continue to use our protected voices to advocate for our patients, our colleagues, and our working conditions. We are the voices of those who cannot speak for themselves. There are too many bad actors in the healthcare industry that treat it as an ATM (looking at you, Ralph de la Torre). We need to stay informed and engaged as we navigate the future.

Today, most MNA members are under the age of 35. This is really an astonishing figure and has several implications for all of us. First, welcome aboard! Those of us on the other end of the spectrum are going to need you!

Our newer members are energetic, intelligent, tech-savvy, and kind to name but a few of their wonderful traits, and it has never been more important to reach out to those just entering nursing and physical therapy and occupational therapy in hospitals, homes, group homes, schools, and in the air and impart our history and our vision for the future. I urge everyone to get involved in your bargaining unit and be part of the plan going forward. You have a lot to offer, and this is a time when all are needed.

Be sure to sign up for the Labor Summit on March 13, 2025, in Norwood and the Clinical Conference on May 2. These are more opportunities to gain the information you will use every day.

I'm writing this column the day before Thanksgiving, juggling work and family, just as you are doing and just as you do every day. I am continually grateful for the work you do under circumstances that not many would tolerate, much less shine as you do! Let's continue to work together to enhance our professions, make our workplaces and communities safer, and join with others in the labor movement to achieve goals that help us all.

In Solidarity and gratitude,

Katie Murphy RN

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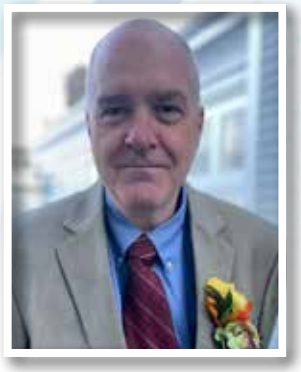
CONGRATULATIONS to the 2024 MNA Award Recipients!

Presented on October 8 at Margaritaville as part of the MNA's Annual Convention

Independence House, Inc.
MNA Human Needs Service Award

Jacqueline Christine Charron, BSN, RN
MNA Bargaining Unit Rookie of the Year Award

Carla Leblanc, RN
Elaine Cooney Labor Relations Award



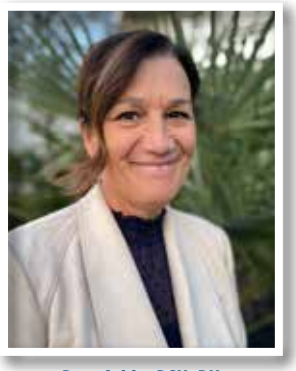
James E. Mulligan
MNA Advocate for Nurses and Healthcare Professionals Award

Joanne Cassell, MNS, RN
MNA Image of a Professional Nurse Award

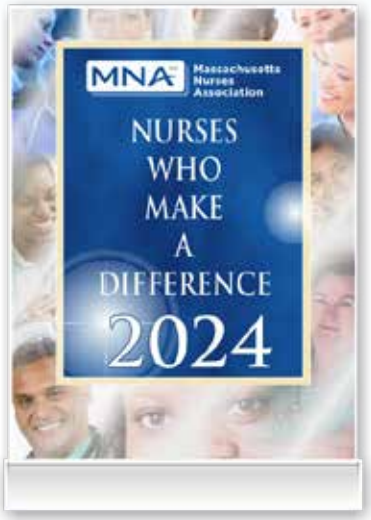
Cindy Boyd, BSN, RN and Tanya Reynolds, RN
Elaine Cooney Labor Relations Award

Nora A. Watts, BSN, RN
MNA Mentor Award

Dominique Ann Muldoon, RN
The MNA Judith Shindul-Rothschild Award



Pam Achin, BSN, RN
Elaine Cooney Labor Relations Award



Meghan Mahoney , BSN, RN, CNRN
Place holder Award

Ryan Wilkins, MSN, RN
Elaine Cooney Labor Relations Award

Sharen Froilan
Elaine Cooney Labor Relations Award

Susan Butler
Kathryn McGinn Cutler Advocate for Health and Safety Award

Creating a Culture of Civility: A Call to Action

By Susan Wright Thomas, RN and MNA Board Member

Recently, the MNA Board of Directors was charged with developing a code of conduct and appointing a judiciary Committee to guide members' interactions with MNA staff. Instances of incivility in bargaining units were identified and described to be intensifying. As we discussed the issues and began to propose solutions, I started to search for a framework to define and solve our problems. I think we all spot incivility when we see it, but I am less certain that we know how to effect the change we need to make.

Dr. Cynthia Clark is a pre-eminent nurse researcher whose focus is on establishing civility in education and the healthcare environment. This work resonates with me because it offers a re-imagining of the problem of incivility, allowing for constructive criticism and a reminder that civil behavior is an individual and collective choice that we can develop systems to support and foster (Clark, 2022). Just as healthcare professionals understand that health is more than the absence of illness, Dr. Clark encourages us to recognize that civility encompasses more than the absence of incivility. She concludes that civility is, "Choosing to authentically engage in respectful, welcoming, and inclusive ways to foster equity, belonging, community, and connection, including instances when opposing views are expressed." (Clark, Gorton, and Bentley 2022)

Individually we are urged to become "civilists," persons who consistently model respect and honor, and who advocate for diversity, invite and value the perspectives of others, and foster a genuine sense of belonging by practicing the fundamentals of civility:

1). Express gratitude, say "thank you" often and mean it.

2). Live by the Platinum Rule; seek to know how others wish to be treated and treat them that way.

3). Convey empathy, especially for those who may have a different belief or opinion.

4). Listen well, suspend judgement, not necessarily to agree, but to understand what is being said and left unsaid. Clarify and restate the conversation to affirm your understanding.

5). Express micro-affirmations; let others know that they are valued. Give support and comfort. And above all recognize the contributions of others whenever possible (Clark, 2022).

Dr. Clark has also put forward a "Pathway for Fostering Organizational Civility" enumerating steps to develop a program to support individual and collective civil behaviors: raise awareness of the costs of incivility and the benefits of a respectful culture, enlist ownership by leaders of the organizational culture, and grow teams to promote civil values and activity in the organization (Clark, 2022).

All of these suggestions are consistent with the codes of ethics that guide our professional disciplines. All are appropriate to working together in unity, and all further our vision of MNA 2025. How the Board might adapt these or alternative ideas to create a civil culture continues to be a matter for exploration and discussion. I argue though that any and all of us can begin today to become "civilists" by committing to the fundamentals, stepping up when invited to serve; contributing our ideas; celebrating our victories however small; and to helping each other out, especially when we are not our best selves. Creating a culture of civility will require consciousness and conscientiousness. We can do it, and I submit that the future calls us to do so. ■

Clark, C. (2022). Core competencies of civility in nursing and healthcare. Indianapolis, IN: Sigma Theta Tau International Honor Society of Nursing.

Clark, C., Gorton, K., & Bentley, A. (2022). Civility: A concept analysis revisited. Nursing Outlook. 259-270.

Mercy Medical Center Nurses Picket as RNs Fight for Safe Patient Care Conditions and Against Trinity Health's Attempt to Erode Union Protections

The RNs at Mercy Medical Center picketed outside the hospital in mid-October in response to corporate owner Trinity Health seeking to worsen the already extremely challenging working conditions of Mercy nurses and remove union benefits and protections – rather than make much-needed investments in the RN workforce so nurses can provide high-quality care to Springfield area patients.

"Mercy nurses will join together and with the community on October 17th to show Trinity Health we are standing up for respect and safe patient care," said Jaime Hyatt, RN, Co-Chair of the Mercy Medical Center MNA Bargaining Committee. "Nurses are being pushed beyond our ability to safely care for our patients. We are fighting back against Trinity's attempts to erode our union protections and benefits to make sure Mercy has the nurses we need to provide high-quality care to our community."

"Our working conditions are increasingly unsafe and unsustainable, and our wages are falling behind, making it harder to recruit and retain nurses," said Dee Doyle, RN, Co-Chair of the Mercy Medical Center MNA Bargaining Committee. "With such a challenging care environment, and because nurses feel disrespected and undervalued, we cannot properly recruit and retain. We are seeking to break this damaging cycle that endangers patients and staff."

"An example of Mercy's retention problems is its decision to bring on a significant number of new nurses using a signing bonus," Doyle said. "Once the bonus is complete, and they can leave, they often do because of how unsafe the patient assignments are and how management increases them at any time. It is clear management has little regard for the safety of staff and patients. They do not provide breaks and float nurses all over the hospital – all contributing to nurses leaving."

Financial Growth at Trinity Health

In May 2024, Trinity put out a public statement titled: "Trinity Health, one of the largest faith-based health care organizations in the nation, reports excess of revenue over expenses growth of 47.3 percent or $404.9 million to $1.3 billion for the first nine months of fiscal year 2024; net margin of 6.6 percent."

Trinity's 2024 financial highlights include:

- Operating income of $69.8 million for the nine months ending March 31, 2024.
- Growth in operating revenue of 11.4 percent or $1.8 billion to $17.8 billion in the first nine months of fiscal year 2024 compared to the same period in the prior fiscal year.
- Total assets of $34.7 billion and net assets of $19.7 billion.
- Excess of revenue over expenses of $1.3 billion, net margin of 6.6 percent, compared to excess of revenue over expenses of $856.3 million, net margin of 5.1 percent for the nine months ended March 31, 2023.

MNA Nurses at Martha's Vineyard Hospital Vote to Authorize a One-Day Strike as They Seek a Fair Contract with MGB to Address Staffing and Patient Care Challenges

The 100 registered nurses of Martha's Vineyard Hospital voted overwhelmingly in October to authorize a potential one-day strike. Nurses are preparing for a strike because, after months of negotiations, hospital owner Mass General Brigham refuses to invest adequately in permanent MVH nurses and is failing to address unsafe staffing changes and patient care concerns.

"Mass General Brigham is treating nurses unequally throughout the system, leading to staffing issues for permanent nurses at Martha's Vineyard Hospital and prompting us to take a strike authorization vote to secure a fair contract and protect patient care," said Laura Hilliard, MVH RN and MNA Chair. "We are passionate about caring for our island's patients and will fight for the resources we need to provide safe, high-quality care to the community we serve."

The positive strike vote gives the nurses elected by their colleagues to the Martha's Vineyard Hospital MNA Bargaining Committee authorization to hold a one-day strike if necessary. A strike has not been scheduled. If scheduled, that date will be announced once the hospital has been given the 10-day notice required by law. MVH nurses would then plan to hold a 24-hour strike unless MGB agreed to a fair contract by that date.

The existing group of approximately 66 unionized MVH nurses was joined in the strike authorization vote by 35 ambulatory care nurses from MVH who voted to join the MNA in July. The ambulatory nurses are now part of the MVH MNA bargaining unit and its ongoing contract talks.

Highlighted Bargaining Issues

- A lack of competitive nurse wages and the high cost of living on Martha's Vineyard has increased permanent nurse staffing shortfalls and put the health of nurses and patients at risk. Nurses are also seeking improved health insurance costs so they and their families can better access care.
  - Approximately half of the nurses working at MVH are now travelers, rather than permanent MVH MNA nurses who are invested in the hospital and have deep knowledge of the patient population.
  - Cost of living is so high on Martha's Vineyard, that Dukes County Sheriff Robert Ogden told the Associated Press it had become a public safety issue because his agency could not retain 911 operators.
  - Vineyard Haven was named the most expensive town in the United States this year, according to Lending Tree. The Economic Research Institute shows island towns far exceeding the average cost of living. Edgartown town is 56% above average, for example.
  - Elsie Taveras, MGB's chief community health equity officer, told the Boston Globe in 2022 as part of a story about MGB supporting affordable housing legislation: "It's terrible that in places like the Islands, we can't have a workforce that can afford to live where they work and care for our patient population."
  - According to a December 2023 study by Zillow, the top three most expensive towns to live in Massachusetts include the Vineyard towns of Chilmark and Aquinnah .

MGB Financial Highlights

- MGB made $579 million system-wide in profits during the fiscal period ending December 31, 2023, according to the Center for Health Information and Analysis. Martha's Vineyard Hospital made $15.9 million in profits in FY2023.
- Anne Klibanski, MGB's president and CEO, made a nearly 25% salary increase from 2020 to 2021, going from $4.3 million to more than $5 million.
- MGB is spending $2 billion expanding Mass General Hospital and Faulkner Hospital. This follows construction of a $465 million HQ in Somerville and a reported $100 million rebranding campaign.

Newton-Wellesley Hospital RNs Vote Overwhelming to Authorize One-Day Strike as They Fight MGB Health Insurance Cost Hike and to Safeguard Patient Care with a Fair Contract

In October, the 1,500 RNs of Newton-Wellesley Hospital voted overwhelmingly — 99% yes! — to authorize a one-day strike as they held an informational picket on October 22.

Nurses are fighting for a fair contract that values the care they provide, helps ensure safe patient care, and thwarts Mass General Brigham's attempt to boost its profits through nurse health insurance cost increases. The successful vote does not mean a strike will automatically take place. The NWH MNA Bargaining Committee will schedule a strike, if necessary, based on how management proceeds in negotiations following the vote. If a strike is scheduled, the committee must provide at least 10 days' notice.

"This powerful show of unity by Newton-Wellesley nurses demonstrates our commitment to our patients and our desire to provide care in a supportive environment," said Nora Watts, NWH RN and Co-Chair of the MNA Bargaining Committee. "We are prepared to hold a one-day strike if necessary to stand strong against Mass General Brigham's attempt to improve its profits on the backs of nurses."

Despite consistently securing the most significant financial gains of any Massachusetts hospital system and paying its top executives millions of dollars annually, MGB is attempting to force health insurance price hikes on nurses who provide the high-quality, complex patient care that allows MGB to thrive. NWH nurses are fighting against MGB's attempt to worsen their healthcare access through negotiations for a new MNA contract that properly values their contributions.

"Newton-Wellesley Hospital nurses came out in force today to authorize a potential strike in response to MGB's disrespect to nurses at the bargaining table," said Kathy Reda, NWH RN and Co-Chair of the MNA Bargaining Committee. "Mass General Brigham has the resources to ensure Newton-Wellesley nurses can affordably access healthcare. We call on MGB to agree to a fair contract that allows us to continue to provide high-quality patient care."

MGB Financial/Health Insurance Highlights

MGB is self-insured, meaning it funds its own health insurance plan but also collects the revenue. MGB publicly touts its growth in health insurance as part of its financial planning. In an August 2024 statement, MGB pointed to a $563 million (9%) increase in health plan premium revenue.

Before MGB self-branded its insurance plan it was Allways Health Partners and before that Neighborhood Health Plan. Originally, the plan's core business was providing Medicaid coverage to low-income residents. After the plan was acquired by then-Partners Healthcare, it changed names and sought to increase commercial presence, according to The Boston Globe.

"We expect to grow and compete with Blue Cross, Harvard Pilgrim, and Tufts in the market for the business that exists today," David Segal, then Neighborhood's chief executive told the Globe in 2018, "and we're going to be very assertive."

- MGB made $579 million system-wide in profits during the fiscal period ending December 31, 2023, according to the Center for Health Information and Analysis.
- Anne Klibanski, MGB's president and CEO,made a nearly 25% salary increase from 2020 to 2021, going from $4.3 million to more than $5 million. Klibanski now makes more than $6 million.
- MGB is spending $2 billion expanding Mass General Hospital and Faulkner. MGB has also spent more than $200 million on construction at Salem Hospital. This follows construction of a $465 million HQ in Somerville and a reported $100 million MGB rebranding campaign.

Framingham Union Hospital RNs File Complaint with State and Federal Agencies Citing Dangerous Conditions that Jeopardize the Safety of Patients Admitted to the Hospital

The nurses of Tenet Healthcare's Framingham Union Hospital (FUH) filed a number of official complaints this autumn with the Department of Public Health Division of Healthcare Quality, Joint Commission (which accredits acute care hospitals), and the Center for Medicare and Medicaid Services in response to a growing and dire crisis in the safety of care for patients admitted to the facility.

The complaints are based on official reports filed in real time by nurses over the previous nine months that highlight significant deficiencies in staffing, hospital policies, allocation of technology, and a deliberately punitive management culture that is resulting in dangerous delays in the administration of needed medications and treatments, preventable patient falls and other complications, including preventable sentinel events (A sentinel event is a patient safety event that results in death, permanent harm, or severe temporary harm).

"As the state and communities continue to focus on the impact on patients and families as a result of the unscrupulous behavior and practices implemented by Steward Healthcare, we are taking the opportunity on Monday to alert regulators and the public about another Dallas-based for-profit provider, Tenet Healthcare, whose facilities in our state have conditions for patients, particularly as regards to staffing and the safety of patient care that are significantly worse than what we have seen at Steward," said Katie Murphy, RN, president of the MNA and a Framingham resident. "As caregivers who are charged by law to serve as advocates for our patients, we are sounding the alarm once again outside a Tenet hospital in the hopes of triggering an aggressive response by our regulators to avoid, as we have seen with Steward, reading frontpage stories two years from now about a string of still more preventable patient deaths."

In fact, the MNA complaint makes clear that the care conditions for nurses and patients provided at FUH and other Tenet facilities are among the worst in the state, writing:

> *As an organization, the MNA represents nurses and health care professionals working in 70 percent of the state's acute care hospitals, and we can state without equivocation or hyperbole that the conditions at Tenet owned facilities are the worst among all those providers – by far.*

In the nurses eight-page complaint, they cite a number of specific instances of unsafe staffing and other conditions that violated specific regulations established by the Joint Commission, Medicare and Medicaid, and the Department of Public Health that are required by these regulators to ensure the safety of patient care, including:

> *The hospital continues to admit patients despite inadequate staff to appropriately meet the patients' needs, in violation of TJC (The Joint Commission) standard PC.01.01.01 "The hospital accepts the patient for care, treatment and services based in its ability to meet the patient's needs." Nurses continue to witness the violation of the hospital's handbook on Patient Rights and Responsibilities, but their concerns have gone unanswered. The hospital repeatedly violates 105 CMR 130.311: "Registered Nurse Coverage- There shall be a sufficient number of registered nurses on duty at all times to plan, supervise and evaluate nursing care, as well as to give patients the nursing care that requires the judgment and specialized skills of a registered nurse" and 105 CMR 130.312: "Registered Nurses, Licensed Practical Nurses, and Ancillary Staff Coverage- The number of registered nurses, licensed practical nurses and unlicensed nursing personnel assigned to each nursing unit shall be consistent with the types of nursing care needed by the patients and the capabilities of the staff."*

Recent Complaint Represents a Pattern of Patient and Nurse Abuse at all Tenet Facilities in MA

The round of complaints to state and federal agencies by the Framingham nurses is the latest in a series of complaints the MNA has been forced to file against administrators for Tenet Healthcare, including five rounds of similar complaints the MNA nurses at St. Vincent Hospital (SVH) in Worcester have filed since December of last year, which included a preventable patient death. For all the complaints, the MNA points to one common denominator as responsible for the pain and suffering for patients at both facilities, which is the punitive, uncaring leadership by Tenet CEO Carolyn Jackson and her Chief Nursing Officer Denise Kvapil. The nurses point to the recalcitrant duo's effort to implement a concerted campaign to cut staffing levels, increase nurses' patient loads, refusal to maintain vital equipment and supplies, while meeting all efforts by nurses to address these issues with, as the recent complaint states, "rancor and recrimination."

At both facilities, at a time when hospitals across the Commonwealth are going to great lengths to recruit and retain needed staff, particularly to provide life-saving care to patients waiting hours for care in overcrowded hospital emergency departments, Tenet has actually cut ED staffing levels by up to 40 percent. Coincidentally, the Administrative Director of Critical Care and Emergency Services hired to manage the Framingham Union Hospital was employed by Tenet while his license to practice nursing had been revoked. He was only removed from hospital when a nurse discovered the issue and alerted management that his license was revoked.

Earlier this year, a shift for the emergency department at St. Vincent Hospital had just four nurses for more than 90 patients. Professional standards for ED nurses require that no nurse should have more than five patients at one time.

In Worcester they have taken the extreme step of firing nine nurses who had participated in the original complaints, triggering a lawsuit by the MNA against Tenet under the state's Healthcare Whistleblower law. In that case, the emergency department nurse manager at St. Vincent Hospital was also fired earlier this year as she was under investigation by the Board of Registration in Nursing, based on an MNA complaint against her for her failure to uphold adequate standards of care and her firing of four nurses for attempting to advocate for safer care.

As RNS Held Briefing on Conditions, NLRB Conducted Trial Against Tenet for Violating Nurses Rights

Tenet's actions have also resulted in formal charges by the National Labor Relations Board against the hospital, and the federal agency is currently conducting a trial against the SVH administration for numerous violations of the nurses' union rights, validating what the nurses allege is an ongoing effort to silence the nurses and prevent them from addressing unsafe working/patient care conditions at the facility. The trial, which began on Sept. 9th, follows the NLRB's issuing of a formal complaint against the hospital, which was issued in late March, consolidating six cases based on charges filed by the nurses, between 2022 and 2024.After a lengthy investigation federal NLRB agents found merit to the charges and the case has now been taken over by Government Attorneys who are now prosecuting the case at a trial before an administrative law judge at the NLRB Region 1 office in Boston.

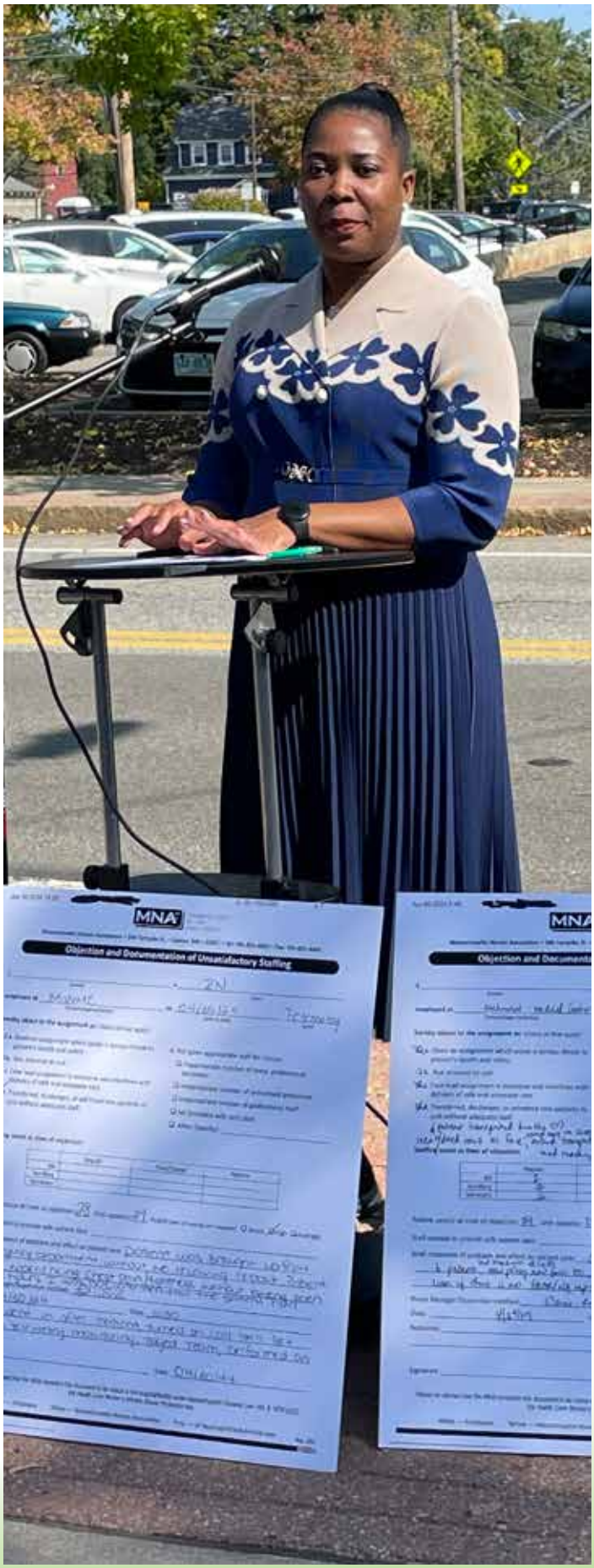
Previous Complaints Trigger Initial Findings that Tenet Violates Standards of Care

Two agencies have already validated the concerns raised by nurses following submission of previous complaints. In March, the Joint Commission, which conducted an investigation into the nurses complaints found the hospital to be "non-compliant with applicable Centers for Medicaid and Medicare Services (CMS) Conditions."

And in April, as reported by MassLive, in response to reports by the nurses, the Department of Public Health conducted an investigation and interviewed several nurses, ultimately citing the hospital for its failure to provide appropriate telemetry boxes, essential devices that are used to monitor patients who have been admitted for serious cardiac conditions.

According to the DPH findings, "Based on interviews and medical record review, the hospital failed to provide care in a safe setting. This nurse stated that the situation comes up often where a patient arrives to the telemetry unit with telemetry orders and the nurse has to either wait for an available tele-box or go hunting for a tele-box." When patients go without appropriate monitoring their lives are placed at risk, as an ensuing cardiac arrest could go undetected until too late. "The patient has the right to receive care in a safe setting," the report reads. "This standard is not met as evidenced by interviews and medical records."

The nurses at SVH continue to report serious problems with the hospital's outdated telemetry and other cardiac monitoring equipment that are impacting the care of cardiac patients. ■



Reasons You Should Not Work Off The Clock

Working off the clock puts your nursing license at risk!

- Working off the clock violates wage and hour laws.
- Working off the clock may violate your hospital policies that strictly forbid the practice of working off the clock.
- While working off the clock you may not be covered by nursing liability insurance policies. Your malpractice insurance will probably not cover incidents that arise if you have signed out from your shift and then continue to perform work. This would leave the nurse vulnerable in the event of litigation.
- Working off the clock potentially violates HIPPA (Health Insurance Portability and Accountability Act). Healthcare facilities may file HIPPA violations against employees who are accessing patients records while not on the clock.
- Working off the clock could potentially void claims under workers' compensation. Any injuries sustained while the employee was not on the clock may not be covered under worker's compensation policies.

Brigham and Women's Faulkner Nurses Ratify New Contract

The 500 Brigham and Women's Faulkner Hospital nurses voted overwhelmingly in mid-October to ratify a new contract. BWFH nurses had been prepared to hold a one-day strike on October 1 until Mass General Brigham (MGB) agreed to a contract that appropriately values the complex patient care nurses provide and will help BWFH with recruitment and retention.

Following a 99% strike authorization vote in the summer, the BWFH nurses reached a tentative agreement with MGB that includes raises of 25% to 33% over three years, depending on if nurses are on wage steps or at the top of the step scale.

"We are proud of this agreement and our efforts to improve nurse recruitment and retention at BWFH so our patients can get the quality care they deserve," said Dan Rec, a Faulkner RN and Co-Chair of the MNA Bargaining Committee. "Our nurses demonstrated strength together and fought hard to convince MGB executives to agree to important investments in Faulkner nurses, staffing, and patient care."

"This new contract will help us protect our ability to provide safe patient care and address staffing shortages," said Kathy Glennon, a Faulkner RN and Co-Chair of the MNA Bargaining Committee. "Nurses should feel respected and valued for the complex and challenging care we provide, and this hard-fought investment by MGB in BWFH nurses should help keep nurses at the bedside." ■

Did you know...

Up to 68% of patients admitted to acute-care hospitals are discharged with some level of disability related to muscular reconditioning.

Arnold, M. (2023, September). Care Excellence Begins with Caregiver Safety. Paper presented at the MNA SPHM Conference, Norwood, MA.

The MNA's **Congress on Health & Safety** and **Safe Patient Handling & Mobility Task Force** are here to help with your workplace health and safety concerns. Reach them at 781-821-4625 and by asking for the Division of Nursing.

Scenes from Election Day

MNA members and staff turned out on Election Day to campaign for numerous endorsed local candidates who, we are proud to say, ended the day with wins! From the North Shore to Boston and out to Western Mass., we were proud to support candidates who are on the sides of nurses, healthcare professionals, and unions.

Call for Nomination/Consent to Serve for the MNA 2025 Election

I am interested in active participation in Massachusetts Nurses Association, general elections.

MNA General Election

- ❑ Vice President, Labor*, 1 for 3 years
- ❑ Treasurer, Labor*, 1 for 3 years
- ❑ Director, Labor*, 5 for 3 years (1 per region)
- ❑ Director At-Large, General*, 4 for 3 years
- ❑ Director At-Large, Labor*, 3 for 3 years
- ❑ Nominations Committee, 5 for 3 years (1 per region)
- ❑ Bylaws Committee, 5 for 3 years (1 per Region)
- ❑ At-Large Position in Regional Council 3-year term; 2 per Region

**"General" means an MNA member in good standing and does not have to be a member of the labor program. "Labor" means an MNA member in good standing who is also a labor program member. "Labor Program Member" means a non-RN health care professional who is a member in good standing of the labor program.*

Please type or print - Do not abbreviate

Name & credentials _____
(as you wish them to appear in candidate biography)

Work Title _____ Employer _____

MNA Membership Number _____ MNA Region _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Educational Preparation

School	Degree	Year

Present or Past MNA Offices/Association Activities (Cabinet, Council, Committee, Congress, Unit, etc.) *Past 5 years only.*

MNA Offices	Regional Council Offices

Candidates may submit an ***emailed*** statement not to exceed 250 words. Briefly state your personal views on nursing, health care and current issues, including, if elected, what your major contribution(s) would be in particular to the position which you seek. This statement will be used in the candidate biography and published on the Massachusetts Nurses Association website. Statements, if used, must be emailed to **mnaelections@mnarn.org**, subject: elections-no later than June 3, 2022.

Signature of Member

Signature of Nominator (leave blank if self-nomination)

Received Deadline: All nominations/consent forms must be received by 4:30 p.m. on May 30, 2025

Return To: **Nominations and Elections Committee**
Massachusetts Nurses Association
340 Turnpike Street, Canton, MA 02021
fax: 781-821-4445/ email: mnaelections@mnarn.org

- Application must be mailed, faxed or emailed to the attention of the MNA staff person for Nominations and Elections Committee. Candidate statements must be emailed to mnaelections@mnarn.org.
- If you need assistance accessing your MNA webmail contact jmarshall@mnarn.org.
- Acknowledgment of receipt of your submission will be emailed to your **MNA** webmail account within 48 hours of receipt.
- Retain a copy of this form for your records.
- Form also available on MNA Web site: www.massnurses.org, under applications and forms.

MNA℠ Massachusetts Nurses Association

Massachusetts Nurses Association
Full member (75 percent) of applicable dues rate

Subject to verification, members who qualify for one of the following categories may elect to pay 75 percent of the annual dues:

1. Health professional labor program member—any healthcare professional, other than a registered nurse, who is represented for purposes of collective bargaining by MNA;
2. Limited hours labor program member—any labor program member who is represented for purposes of collective bargaining by MNA and who has 988 or fewer hours paid in the preceding calendar year.

It is the responsibility of any registered nurse and/or other healthcare professional to verify to the satisfaction of MNA on an annual basis his/her eligibility for the 75 percent dues category within any of the foregoing categories by April 1 of each year. Upon receipt of such verification of eligibility in the prior calendar year, the member shall receive the reduced dues rate effective the following July 1 through June 30.

Application for Minimum Hours Reduced Dues Category

Please print clearly and application needs to be received by April 1 to the Membership Division of MNA

Name _____ Phone _____

Address _____

City _____ State _____ Zip _____

at the following MNA facility(s) of employment for the year of application (*list each MNA facility separately*):

1. _____
2. _____
3. _____

Signed _____

Date _____

Personal Email Address: _____

Eligibility for the reduction is verified by MNA with each Employer

Confirmation of receipt of this application will be emailed to your *email* account within 72 hours of receipt.

MNA will set up your email to be forwarded to your home email.

Contact Division of Membership, 781-821-4625, if you need assistance accessing your member email.

MNA℠ Massachusetts Nurses Association **Safe Limits Save Lives**

Massachusetts Nurses Association • 340 Turnpike Street • Canton, MA 02021

Fax: 781-821-4445 • Email: membership@mnarn.org

The MNA℠ Traveler

in collaboration with collette

Nursing jobs fill your wallet but travel fills your soul.

Prioritize your mental health and escape on an MNA Tour of Europe in 2025!

Costa Del Sol & Madrid – May 17-25, 2025, 9 day tour, priced at $3999 pp double occupancy

Let yourself be charmed by the sunny Andalusian lifestyle and discover the culture, cuisine, and history of southern Spain. Explore Costa del Sol's beaches, boutiques, and cafés during a 5-night stay in the seaside town of Torremolinos. Immerse yourself in Andalusian culture during visits to the picturesque, whitewashed villages of Setenil del las Bodegas and Ronda. Tour a medieval castle and see an iconic Roman aqueduct in the historic city of Segovia. Experience the vibrant energy of the capital city during a 2-night stay in Madrid. Revel in the magic of this unique region, from the sparkling waters of the Costa del Sol to the cosmopolitan elegance of Spain's historic city centers.

For details go to https://gateway.gocollette.com/link/1229448

Greece Island Hopper – September 7-17, 2025, 11 day tour, priced at $5999 pp, double occupancy

Explore a place where age-old legends and monuments intertwine with warm sunshine and island-style living. The tour begins in Athens where we will discover the Acropolis and Parthenon. After our 2 night stay in Athens, we will board a high-speed boat to enjoy three days on the island of Mykonos, an Aegean paradise of sandy beaches and bustling energy. After Mykonos, we travel via high-speed boat to the picture-perfect island of Santorini for 3 nights. While in Santorini, we will explore the ancient city of Akrotiri, the vineyards and volcanic cliffs of Oia as well as the charming seaside villages. This Island hopper tour highlights the best of Greece from to the ruins of Athens to the bright rooftops of Mykonos and Santorini – embrace this historic and charming country at its best.

For details go to https://gateway.gocollette.com/link/1229480

European Christmas Markets featuring Prague, Vienna & Budapest - December 9 - 17, 2025 9 Day tour Priced at $3599 pp, double occupancy

Set out on a grand holiday adventure through the winter wonderland of the Imperial Cities of Central Europe – Prague, Vienna and Budapest. Tour the magnificent Prague Castle and explore its famous Christmas market at the Old Town Square. In Vienna learn the secrets of confectionary at a candy workshop, delight in the Baroque marvels of the Schönbrunn Palace and indulge in dinner at the famous Marchfelderhof. Visit Bratislava, Slovakia a historic gem. Tour gorgeous Budapest, and explore its outdoor markets aglow with lights, where stalls of crafts and delicacies abound. Along the way, immerse yourself in festive Christmas markets, experience cultural traditions, sample local cuisine, and glimpse this region's rich history.

For details go to https://gateway.gocollette.com/link/1229481

Tours above include: air from Boston, departure taxes & fees, transfers, hotel, all tours and most meals. A fabulous value! Space fills fast on MNA tours. Click on the specific tour QR code for trip details and to book the tour. Life is uncertain, so we highly recommend you take out travel insurance. Collette Travel offers "cancel for any reason" tour protection up until the day of travel and protection while you travel.

For questions, contact Carol Mallia at cmallia@mnarn.org.

Sign up to receive periodic email updates regarding the MNA travel program: