the Massachusetts nurse ADVOCATE

THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION ■ VOL. 95 NO. 2

Springtime Activism

June/July 2025

MNA℠ Massachusetts Nurses Association

Look for us on Facebook & Twitter
On the web: massnurses.org

MEMBERSHIP BENEFIT$

As an MNA member, you are entitled to receive substantial group discounts on valuable programs and services. Below is a partial listing of our discount programs that can help aid in improving the quality of your personal and professional life, as well as provide you with great cost savings. Combined, these savings directly offset the cost of your union membership.

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PRODUCTS & SERVICES

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Want to be part of the MNA? Join us as an Associate Member!

The MNA has an exciting opportunity for non-unionized RNs working in the Commonwealth. Our "associate membership" option, which is available at a reduced rate, opens the door for you to become involved with the MNA and its 23,000+ members. Joining as an associate member also provides you with access to the discounts, benefits, and resources that MNA union nurses enjoy daily, including full access to the organization's free CE programs.

To learn more, email membership@mnarn.org.

**Please note that joining as an associate member does not provide you with voting rights or the right to serve on the MNA's board of directors, nor does it provide you with the workplace protections and benefits that are contained within MNA contracts.*

President's Column

Katie Murphy

Like many of you, I work in a unionized workplace. We are MNA healthcare professionals and nurses. Some of us are in bargaining units that have decades under their belts, while others are new and still fighting for their first contracts.

I am in a bargaining unit that has been around for decades, so I do not often get to witness an organizing campaign up close and personal … from the "agitation phase," to dropping cards, to voting, and then though the battle for that first contract. But, not so long ago, I did witness this full process unfold with the Mass General Brigham residents and fellows as they organized.

I am a nightshift nurse, so I saw those 2 a.m. conversations about hopes and dreams as they occurred. Ditto for the button campaigns, the slow and painful counting of votes, the finding of allies, and then, finding more allies. The fighting back rumors. The sharing of information … face to face, via leaflets, through social media, over coffee, in small meetings, in big meetings, and so on.

Of course, this is ancient history at this point. The MGB residents and fellows organized with CIR/SEIU almost two years ago and just very recently reached a TA. Whew! We all know that feeling. I felt like I had won!

I mention this because this is the arduous work that must be done every day, in every workplace. Truthfully, organizing is never really done, and not just in terms of organizing a new space. I am talking about in our own workplaces too. Labor literature describes workers wanting a voice in their places of employment as a major impetus to joining a union. The need for a voice in our workplace does not disappear when the contract is ratified. In this uncertain employment environment, threats to our practice and rights are always just around the corner.

In fact, the issues that arise daily can be the foundation for flexing those organizing muscles. Do I mean marching around your unit or office or procedural area with a sign every day? No. I mean the focused conversations we have with our colleagues. Why do we never get meal breaks? Are the "productivity hurdles" far too high for safety? Was another teammate kicked or punched this shift? This is the stuff of which strong union-membership is made. "Taking on one of us means taking on all of us" is not just a chant for the picket line. It is a fundamental principle of the labor movement, of which you are a critical part.

In this issue, you will read about both organizing successes and contract settlement successes … and each of those successes should be celebrated! Yet, let us stay alert to every challenge and threat facing our union and our practice, because we should use those to strengthen our membership. Remember, the boss fears our solidarity. When we shine a light on the problems in our workplace, we give strength to those around us.

Please enjoy the information in this issue. We are going to have to depend upon one another more than ever in the coming years.

I hope that many of you will consider running for an MNA elected office; you are the expert!

I look forward to seeing you on the picket lines, in the halls of the State House, and at Convention in Springfield in October.

In Solidarity,

Katie Murphy, RN

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Layout Design: Chris Doucette
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2025 State of Massachusetts Nursing Survey: RNs Raise Alarms Over Patient Care Quality, Unsafe Staffing, and Growing Violence Amid Deepening Healthcare Crisis

The 2025 State of Nursing in Massachusetts survey paints a dire picture of the conditions inside the Commonwealth's hospitals. Registered nurses across the state continue to report high levels of patient care quality concerns, unsafe staffing, increasing workplace violence, and a lack of responsiveness from leaders. To escape the physical and emotional toil, more nurses are leaving the bedside.

This year's survey, conducted by Beacon Research and commissioned by the Massachusetts Nurses Association (MNA), reflects input from more than 500 RNs across the state, including mostly non-union nurses. It is the 13th State of Nursing survey since 2003 and captures a profession and healthcare system in crisis.

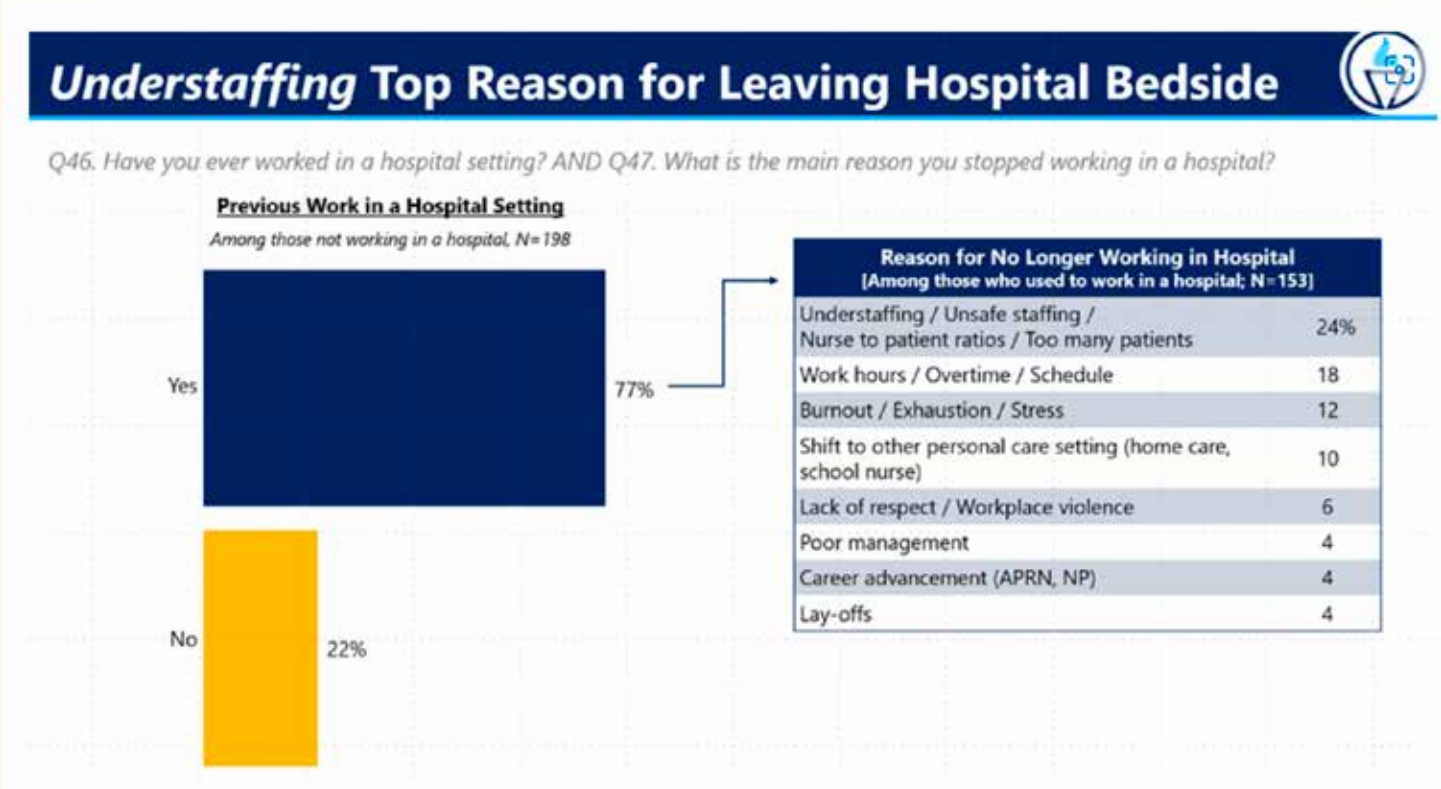
"Post-pandemic, nurses are experiencing acute problems with the Massachusetts healthcare system – unsafe staffing, workplace violence, and care access – that have grown worse, threatening patient safety and the health of the nursing profession," said Katie Murphy, MNA President and a practicing ICU nurse. "This year's State of Nursing survey paints a stark picture of the environment nurses and patients face today but also highlights solutions nurses have collectively developed. At the bedside, organizing as unions, and within the halls of power, nurses are channeling our frustrations to demand positive change."

Alarming Patient Care Conditions Persist

- 78% of RNs say hospital care quality has gotten worse in the last two years, including 49% who say it has gotten much worse. While slightly improved from the pandemic-era peak of 85% in 2023, this remains 39 points higher than pre-COVID levels.
- 67% report they do not have enough time to provide patients with the care and attention they need — up 22 points since before the pandemic.
- 49% of nurses are concerned on at least a weekly basis that unsafe staffing conditions could put their nursing license at risk.

Unsafe RN Staffing Drives Dire Patient Outcomes

Massachusetts RNs and their patients are experiencing firsthand the consequences of nurses being assigned to too many patients at one time. Unsafe RN staffing is a longstanding problem that has only grown more precarious since the COVID-19 pandemic. Despite exhaustive research on the topic, and the vast majority of nurses standing behind a legislative solution, hospital executives and state leaders have failed to address the issue. The 2025 State of Nursing results show:



- 83% of RNs are aware of patients not receiving needed comfort or assistance due to nurse understaffing.
- 76% report lack of time to educate patients or provide proper discharge planning.
- 69% said they have seen resulting patient re-admissions.
- 67% report complications or other problems.

The "Shortage" Myth and Why Nurses are Leaving the Bedside

The phrase "nursing shortage" is a common refrain in discussions about our healthcare crisis. However, extensive data and the State of Nursing survey results show that we have enough nurses in Massachusetts, but that burnout and unsafe conditions are pushing them away from the bedside.

- 36% of RNs plan to leave the profession earlier than expected— jumping to 50% among nurses with less than five years of experience, according to the State of Nursing.
- 19% say they will leave nursing within the next two years.
- 38% of those leaving say they plan to exit healthcare entirely, up 20 points from last year.

As recent data from the Health Policy Commission (HPC) demonstrates, the supply of RNs in Massachusetts is high and continues to grow. In its most recent report on the subject, "Health Care Workforce Trends and Challenges in the Era of COVID-19," published in March 2023, HPC concluded that the workforce challenges facing the healthcare system do not stem from a lack of nurses, but from an increasingly challenging work environment.

The 2025 State of Nursing Survey specifically asked nurses if they had previously worked in a hospital setting, and if so, why they left. Among those nurses, unsafe staffing was the top reason (24%), followed by work hours/overtime/scheduling (18%), and burnout (12%).

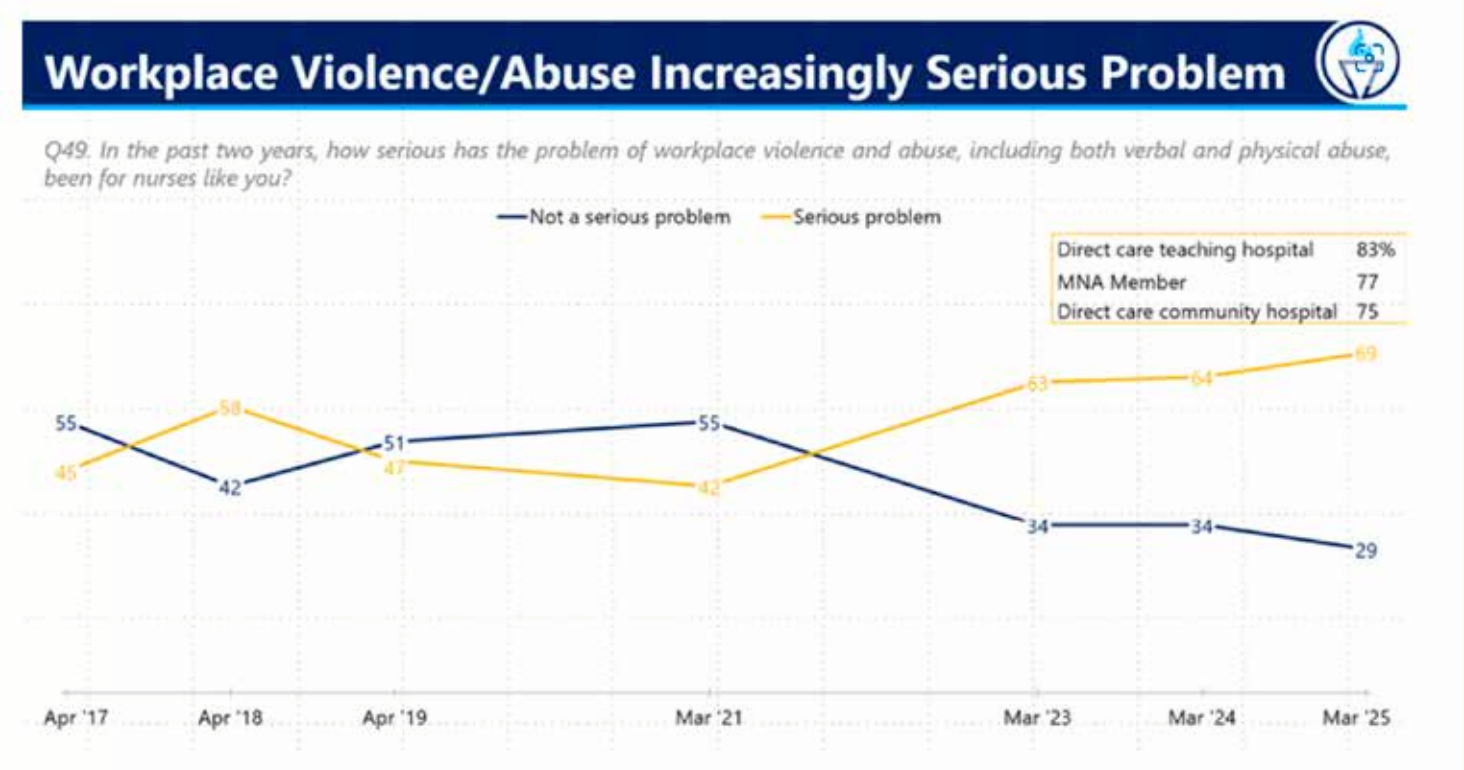
Workplace Violence: A Crisis Within a Healthcare Crisis

Nurses and other healthcare workers face physical or verbal violence every 36 minutes in Massachusetts hospitals. Healthcare workers experience violence at a rate five times that of other professions. In the years during and following the COVID-19 pandemic, this longstanding crisis has grown even more problematic.

- 69% of nurses in 2025 say workplace violence and abuse is a serious problem – up five points from last year and 27 points from 2021.
- 83% of nurses working in direct care teaching hospitals say it is a serious problem.
- 23% say they do not feel safe in their workplace.

Leaders from the MNA, the Massachusetts Health & Hospital Association (MHA), and 1199SEIU Massachusetts delivered testimony on April 9 in united support of An Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence (H.2655/S.1718).

While the groups had supported similar but separate proposals in previous sessions, this marks the first time that a single, consensus piece of workplace violence legislation has been laid before local policymakers. The legislation is designed to reduce



violence at hospital facilities by:

- Requiring all Massachusetts hospitals to develop a facility-specific risk assessment and then use that assessment to implement a comprehensive program to reduce the risk of workplace violence.
- Engaging the workforce in developing the assessment/program that includes worker training and provides a formal written violence prevention plan available upon request to all employees/labor organizations.
- Establishing strong enforcement through DPH licensing, regular reporting, and job protections for affected workers that include additional paid leave for assaulted workers.

Nurses Demand Stronger Regulation and Support

Nurses across Massachusetts have called on state leaders to enact better standards related to RN staffing, hospital closures, workplace violence, and other pressing issues. The lack of regulation at the state and hospital level is negatively impacting patient care, according to nurses, with 59% indicating more regulations are needed to keep patients safe – an increase of five points from last year. Simply put, nurses do not feel heard.

- 77% say Beacon Hill lawmakers are not listening to or acting on nurses' concerns about unsafe staffing.
- 63% say hospital administrators are unresponsive to feedback on staffing; 49% report unsafe assignments are rarely or never adjusted by management.
- Nurses who have worked for five years or less (74%) and nurses in direct care at community hospitals (73%) are even more likely to say their hospital administrators are not responsive to feedback.

Nurses Support Real Solutions

The 2025 State of Nursing survey shows that nurses want concrete solutions, accountability, and strong investments in their workforce. One of the most urgent solutions is a limit on the number of patients a nurse can be assigned at one time, depending on type of hospital unit. MNA-backed safe patient limits legislation would empower DPH to hold public stakeholder hearings and promulgate regulations that establish specific limits on the number of patients a registered nurse shall be assigned to care for at one time.

- 89% of nurses support the proposed safe patient limits legislation, with 76% strongly supporting the bill.
- 53% say higher salaries would keep them in the RN workforce.
- 41% say favorable time-off benefits would keep them in the RN workforce (up 12 points from 2024).
- 40% say enough ancillary staff would keep them in the RN workforce.

A Union Voice and a Call for Change

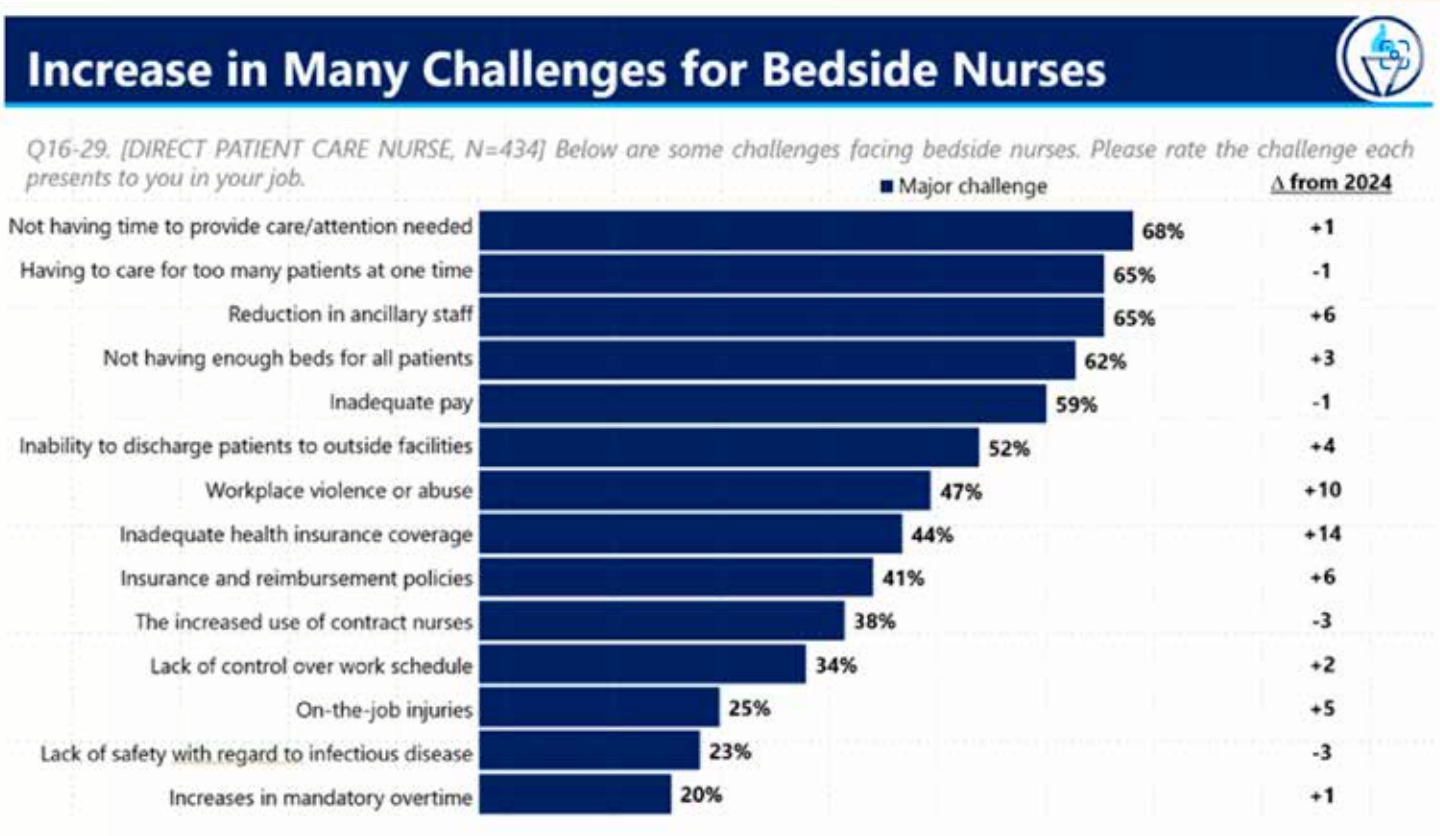
Interest among nurses in unionizing has greatly increased since the pandemic, as problems that had festered prior to 2020, such as unsafe staffing and patient-care quality issues, grew worse and took an even larger toll on nurses. Fundamentally, nurses do not believe their employers will uphold their commitments to improving working conditions. This has been proven time

and again when nurses have organized with the MNA, and their employers have engaged in union-busting strategies in failed attempts to keep nurses from securing legal protections. The State of Nursing survey demonstrates strong support among nurses for unionizing:

- 71% of nurses do not trust their employer to keep promises.
- 64% are dissatisfied with their ability to influence workplace decisions.
- Among non-union nurses, 54% would vote to unionize if given the chance.

Because of Issues IDed Above, Unionization with the MNA Continues to Increase

- 24 MGB occupational health nurses voted in March 2025 to join the MNA.
- 28 registered nurses of Dana-Farber Brigham Cancer Center – Foxborough voted join the MNA in December 2024.
- MGB Home Care nurses and healthcare professionals – about 400 in total – voted in July 2024 to join the MNA.
- Approximately 80 MGB Home Hospital nurses voted to join the MNA in May 2024, the same day that a group of Newton-Wellesley Hospital ambulatory care nurses won their vote to join the MNA.
- Martha's Vineyard Hospital ambulatory care nurses are completing a mail-in election with a vote count expected July 2.
- 280 nurses at Framingham Union Hospital voted to join the MNA in January 2024.
- Dana-Farber Cancer Institute – Merrimack Valley nurses ratified their first MNA contract in January 2024.
- 16 nurses at South Shore Endoscopy Center (MGB) ratified their first contract in December 2023. ■



Cooley Dickinson RNs on the Picket Line!

On June 3, the RNs at Cooley Dickinson Hospital held an informational picket to call attention to hospital owner Mass General Brigham's (MGB) refusal to invest in the nurses and the long-term health of the community hospital. During ongoing contract negotiations, MGB has failed to address the serious challenges facing patient care and the nursing workforce.

"We are raising our voices for our patients, our colleagues, and our community," said Rosie Tottser, Cooley Dickinson RN and MNA Committee Co-Chair. "Mass General Brigham has refused to address unsafe staffing that is negatively impacting patients and nurses. At the same time, MGB is refusing to offer a competitive wage increase and is proposing health benefit cuts. MGB's approach to bargaining is harming Cooley's ability to recruit and retain the nurses needed to provide safe patient care. Our community deserves better."

"Cooley nurses are being asked to do more with less every day while MGB pours billions into construction projects and millions into executive pay," said Aaron Winston, Cooley Dickinson RN and MNA Committee Co-Chair. "We are proud to serve our patients, but we need MGB to show the same level of commitment to us and to the future of this hospital."

What Nurses Are Seeking

- **Competitive Wages:** Unlike nurses at other regional hospitals, Cooley RNs have received no wage proposal from MGB. Amid rising costs and a competitive healthcare labor market, this inaction undermines recruitment and retention and therefore patient safety.
- **Safe Staffing:** Nurses are calling for enforceable staffing improvements to protect patients and prevent RN burnout. MGB has refused to address these concerns.
- **Protection of Benefits:** MGB is proposing to reclassify some nurses from full-time to part-time, stripping them of full-time health coverage and increasing their out-of-pocket healthcare costs.
- **Long-Term Investment in the Hospital:** Years of underinvestment have left nurses and community members questioning MGB's commitment to Cooley Dickinson's future as a true community hospital.

MGB Financial Background

- MGB's CEO made more than $6 million in a single year.
- The system reported $20.6 billion in operating revenue in 2024.
- Cooley Dickinson alone reported $9.7 million in profit in the fiscal year ending June 30, 2024 according to the Center for Health Information and Analysis (CHIA).
- According to the Boston Globe, "the MGB system found itself $2 billion richer in the year ending in September [2024], almost doubling the $1.2 billion net margin the system reported the year prior."
- MGB is spending $2 billion expanding Massachusetts General Hospital and Faulkner Hospital while proposing cuts for frontline caregivers in Western Massachusetts. ■

BID Plymouth Nurses Score Winning Three-Year Agreement Following Informational Picket & Strike Authorization Vote

Solidarity at the table, on the picket line, and throughout their strike authorization vote helped the resolute nurses at BID Plymouth Hospital win an impressive three-year contract. RNs will see an average total wage increase of around 21 percent — factoring in across-the-board raises, step movement, and structural improvements and including retroactive pay back to April 20, 2025.

Highlights include:

- **Elimination of Mandatory Overtime**
  Mandatory OT is removed from the contract, except during officially declared state or federal emergencies. This restores control over nurses' time and promotes safer, more sustainable staffing.
- **All MNA-Designated Holidays Preserved**
  Management proposed cutting four holidays and the birthday holiday, but the nurses kept them all. RNs will now have 30 days before or after their birthday to use the birthday holiday (up from 15).
- **Healthcare Coverage Protected**
  Nurses' current level of healthcare coverage was protected.
- **Charge Without an Assignment**
  Most charge nurses will no longer be required to carry a patient assignment. If forced to take a patient, the nurse will be paid double-time.
- **Communicable Illness Benefit**
  If a nurse is absent due to a confirmed hospital-acquired communicable illness (e.g., COVID, measles, whooping cough), their Earned Time was restored. Contact tracing will be conducted by Occupational Health. Required testing and vaccinations provided at no cost. ■

RNs and Healthcare Professionals at Morton Hold Picket; ED staffing, wages, and health insurance are key issues in contract talks

The RNs and healthcare professionals (HCPs) working at Brown University Health Morton Hospital held a hugely successful informational picket in May. The need for competitive wages and health insurance, as well as improved staffing in the hospital's emergency department, are the key issues that have prompted the informational picket.

The RNs and HCPs have been bargaining for a new and competitive contract since December of 2024. Since then, Morton Hospital's new owner — Brown University Health — has dug in on a wage proposal that would lock Morton's MNA members in as some of the lowest-paid RNs and HCPs in the region, a scenario that will soon be compounded as other nearby unionized nurses begin their own contract talks and win wage improvements. This is the first contract the MNA members at Morton have negotiated with Brown University Health since it took over for previous hospital owner Steward Healthcare.

"Nurses and HCPs are in high demand today, and they can — and do — take jobs elsewhere when the pay is more competitive," said Tiago Cardoso, RN, and bargaining unit co-chairperson. "If Brown Health does not recognize that and come through with a truly competitive wage package during these talks they will, unfortunately, see and feel the effects of that decision. Current nurses and HCPs will move on, and future nurses and HCPs will pass over Morton for better wages elsewhere."

Brown University Health is also trying to force a lower-quality, more expensive health insurance plan onto the RNs and HCPs. "The cost of management's proposed health insurance plan is punishing," described Dawn Lima, lead medical technologist

and co-chairperson of Morton's MNA bargaining unit. "For a 32-hour/week RN at the top of the wage scale, management's insurance proposal would cost them 16% of their salary. And for a 32-hour/week RN at the bottom of the scale it would cost 32% of their salary."

Lima added, "Under these conditions, we'd be providing care to the community that many of us couldn't afford ourselves."

Hospital management is also refusing to improve the nightshift staffing levels in the emergency department by hiring two additional RNs. "Currently, the triage RN is often pulled from the triage room at night to take a patient assignment in the main ED," said Cardoso. "This leaves the waiting room unattended by anyone with a clinical background, which is completely unacceptable." ■

May Day Picket for Baystate Home Health RNs

On May 1 — International Workers' Day — the MNA's Baystate Home Health visiting nurses held an informational picket outside of Baystate Health's facilities. The nurses are fighting for a fair contract that provides competitive wages so that they can retain staff and continue providing excellent care to Springfield-area patients in their homes. ■

MNA's Board of Directors Denounce Trump Administration's Decision to Place FMCS Mediators on Leave

In late March, the MNA came forward and strongly condemned the Trump Administration's unprecedented decision to place Federal Mediation and Conciliation Service (FMCS) mediators on leave, stating that the overreach will have negative consequences for all union workers, including MNA nurses and healthcare professionals, and the communities we serve.

FMCS mediators play a critical role in helping unions and employers reach fair contract agreements. In the healthcare sector in particular, their involvement has been essential in preventing prolonged disputes, avoiding or ending strikes, and ensuring that nurses and healthcare professionals can continue providing high-quality care without disruption. MNA members have long benefited from FMCS mediators' expertise resulting in agreements that protect patient safety, improve working conditions, and advance nursing practice.

"Removing FMCS mediators from the negotiation process threatens the stability of labor relations and undermines workers' rights," said RN and MNA president Katie Murphy. "This is also an unwarranted attack on federal workers whose mission is to help sustain the American economy by preventing, minimizing, and resolving work stoppages and labor disputes."

FMCS mediators also contribute to government efficiency by providing training and other dispute resolution services to federal agencies. The Board of Directors called on the Trump administration to reinstate the mediators and respect their importance in maintaining labor peace and helping ensure fair contracts for all union workers. ■

Holy Family Hospital Healthcare Professionals Vote Overwhelmingly to Unionize with MNA

The healthcare professionals of Holy Family Hospital have voted to form a union and join the Massachusetts Nurses Association (MNA), the largest union of nurses and healthcare professionals in the state. The group of 76 professionals – including respiratory therapists, social workers, physical therapists, and others – won their election with about 90% support in a vote on Wednesday, June 11.

Healthcare professionals from both the Methuen and Haverhill campuses participated in the election, which was conducted in-person under the supervision of the National Labor Relations Board (NLRB). The decisive victory by the Holy Family healthcare professionals reflects their unity and determination to advocate for better conditions for their patients and themselves.

"We are united in our mission to provide exceptional care to our communities," said Dave Matthews, a Holy Family physical therapist and member of the organizing committee. "Forming our union means we will finally have an equal seat at the table to make decisions that impact the quality of care we provide every day."

"We know the best patient outcomes happen when healthcare professionals are empowered to advocate for improved working conditions," said Sandy Mansur, a Holy Family social worker and member of the organizing committee. "By unionizing, we are standing up for our patients, our colleagues, and the future of healthcare at Holy Family Hospital."

Holy Family MNA Co-Chair and RN Karen Powers said in support, "We welcome the healthcare professionals to the MNA and support them getting their first contract. They are an extraordinary part of the care community at Holy Family!"

Following the election, Holy Family healthcare professionals will vote for their local elected leaders and bargaining committee, work together to develop contract proposals, and begin negotiations for their first MNA contract.

The MNA represents more than 26,000 nurses and healthcare professionals across Massachusetts, including workers at more than 70% of the Commonwealth's acute care hospitals. The organization is governed by a board of nurses and healthcare professionals elected by the membership. ■

WPV Testimony

Julie Pinkham, former MNA Executive Director and RN, spoke at the State House in April about the urgent need for legislation to protect healthcare workers from violence and support those who have been assaulted.

Leaders from MNA, the Massachusetts Health & Hospital Association, and 1199SEIU United Healthcare Workers East testified today in support of An Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence (H.2655/S.1718).

Our organizations collaborated on this bill to protect patients and staff from a growing epidemic of violence against healthcare workers. Read more: shorturl.at/h55lq. ■

MNA Celebrates Longtime Friend and Advocate Dr. Alfred DeMaria as Commonwealth Names Public Health Campus in His Honor

In a deeply meaningful tribute to one of Massachusetts' most influential public health leaders, the Commonwealth has officially designated its Department of Public Health campus in Jamaica Plain as "The Dr. Alfred DeMaria, Jr. Campus." Enacted through An Act Relative to the Designation of the State Public Health Laboratory Campus in Honor of Dr. Alfred DeMaria, Jr. (H. 5063), this legislation honors Dr. DeMaria's decades-long commitment to public health and his extraordinary leadership in infectious disease prevention and response.

Throughout his career, Dr. DeMaria has served as the cornerstone of infectious-disease management in Massachusetts. As Medical Director of the Bureau of Infectious Disease Prevention, Response and Services and the State Epidemiologist, he guided the Commonwealth through critical health crises — from the HIV/AIDS epidemic to bioterrorism threats and the COVID-19 pandemic — with integrity, humility, and unwavering dedication to science and public service. He is a Fellow of the Infectious Diseases Society of America and of the Society for Healthcare Epidemiology of America, serves on multiple committees of the Massachusetts Medical Society, and is Secretary of the Board of Directors of The Public Museum. Currently he serves as the President of the Massachusetts Infectious Diseases Society and is a past president of the Council of State and Territorial Epidemiologists and the Northeast Branch of the American Society for Microbiology.

But perhaps no contribution has had a more direct and sustained impact on health workers than his enduring relationship with the Massachusetts Nurses Association (MNA). Over the course of his career, Dr. DeMaria has shared his vast knowledge and research expertise with thousands of MNA nurses across the Commonwealth. A frequent and trusted speaker, presenter, and educator, he has participated in countless MNA events and continuing education (CE) classes, often in close collaboration with the MNA's Division of Health and Safety.

His work has profoundly shaped policies and practices that safeguard both nurses and patients. From research on latex allergies and sick building syndrome, to AIDS/HIV response and the treatment/prevention of needlestick injuries, Dr. DeMaria's advocacy has informed research, inspired policy change, and improved workplace safety in hospitals and healthcare settings throughout the state. His influence continues to ripple outward across multiple generations of nurses, many of whom are unaware of the pivotal role Dr. DeMaria played in their professional development and clinical safety.

Over the many years of his career, Dr. DeMaria also had the opportunity to work directly with MNA nurses and healthcare professionals at several MNA-unionized hospitals, including Boston City Hospital, University Hospital, Malden Hospital, Whidden Memorial Hospital, Somerville Hospital, Cambridge Health Alliance, and Tewksbury Hospital.

The newly named Dr. Alfred DeMaria, Jr. Campus in Jamaica Plain stands not only as a state hub for infectious disease response and public health research, but also as a testament to a legacy defined by science, service, compassion, and tireless advocacy for those on the frontlines of care. ■

Mass General Brigham Occupational Health Nurses and NPs Vote to Join the MNA in Successful Union Election

The 24 registered nurses and nurse practitioners of Mass General Brigham Occupational Health Services (MGB/OHS) have voted overwhelmingly to unionize and join the Massachusetts Nurses Association (MNA), empowering them to advocate together for patient care and workplace improvements.

Nurses and NPs spoke with a unified and powerful voice – voting 91% in favor of unionizing. They overcame MGB's attempts to obstruct the election process and are fully prepared to take on any union-busting by New England's largest hospital corporation.

"We, the nurses, and nurse practitioners of MGB/Enterprise OHS, are united in our belief that we deserve to be valued and respected for the vital occupational health care we provide to all MGB employees," t**he nurses and NPs said in their mission statement.** "As such we stand together in support of fair compensation, respect, safety, balanced workloads, adequate resources, and transparency."

100% of eligible nurses and NPs voted in a mailed election overseen by the National Labor Relations Board (NLRB) that began on March 5. The vote count took place at the NLRB Boston Office on March 27. Following the election, nurses will establish local union guidelines, vote for their elected leaders and bargaining committee, and begin determining proposals for first contract negotiations.

The MNA is the largest union and professional organization of nurses and healthcare professionals in Massachusetts. It represents 25,000 members in healthcare facilities across the state, including nurses at more than 70 percent of the Commonwealth's acute care hospitals. The MNA is led by a board of directors that is directly elected by its membership and consists of front-line nurses and other healthcare professionals.

They now move ahead with negotiating their first MNA contract. ■

MNA Education Opportunities Fall 2025

CNE continuing nursing education

IN-PERSON OFFERINGS:

REGION 3
Managing Conflict: The Verbal Solution,
Tuesday, September 30; 6 – 8:15 p.m.
Massachusetts Maritime Academy, Conference Room TBD;
11 Buttermilk Way, Buzzards Bay

REGION 4
Medical Cannabis-Considerations for Healthcare Providers
Tuesday, October 28; 6 – 8:15 p.m.
Danversport Yacht Club; 161 Elliot Street, Danvers

MNA HEADQUARTERS
Advanced Cardiac Life Support (ACLS)-Certification:
Tuesday, October 7, 2025-9 a.m. – 4 p.m. and
Recertification: Tuesday, October 14, Two (2) sessions-9 a.m. – 12 p.m. or 12:30 –3:30 p.m.
MNA Headquarters, 340 Turnpike Street, Canton

VIRTUAL OFFERINGS:

REGION 1
Combating the Stigma of Addiction in Healthcare: Nursing Considerations
Wednesday, October 22; 5:30 – 8 p.m. via Zoom

The Cannabis Continuum: From Assessment to Scientific Impacts in Nursing Practice
Wednesday, November 5; 6 – 8:15 p.m. via Zoom

REGION 2
Nurses at Work: Caring for the Workforce Behind the Scenes
Wednesday, September 17; 5:30 – 7:30 p.m. via Zoom

Supporting Families with Advanced Care Planning Needs
Thursday, October 30; 5:30-8:00 p.m. via Zoom

REGION 3
Mental Health Update: Bipolar Disorder and Borderline Personality Disorder
Thursday, November 13; 6 – 8 p.m. via Zoom

REGION 4
Beyond the Scale: Advances in Obesity Pharmacotherapy and Comorbidity Management
Tuesday, December 9; 6 – 8:15 p.m. via Zoom

REGION 5
Connection Between Lymphatic Health and Emotional Well-Being
Wednesday, October 8; 6 – 8:30 p.m. via Zoom

Management of Bloodborne Pathogen (BBP) Exposures
Wednesday, October 29; 6 – 8 p.m. via Zoom

MNA HEADQUARTERS
Count the Kicks: Strategies to Improve Birth Outcomes
Thursday, November 6; 6 – 8 p.m. via Zoom

Safeguarding Your Nursing License and Protecting Your Livelihood
Wednesday, November 19; 6 – 8:15 p.m. via Zoom

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

Other Important Dates:

MNA Convention 2025:
Wednesday, October 15 through Friday, October 17, 2025, Wellsworth Hotel and Conference Center, 14 Mechanic Street, Southbridge, MA 01550

For more information and to register for any of these events: sign in to the MNA App/events section or sign in to the website **https://mna.yourassociation.org**, and click the CE Programs/Events button.

For questions or for nonmembers to register, please contact Liz Chmielinski, 781-830-5719 or Dayana Ocasio, 781-830-5723.

In Memoriam

Shirley Duggan, RN

Shirely Duggan, beloved MNA staff member and RN, passed away peacefully on March 15, 2025 at the age of 86. Over the years, many MNA members had the opportunity to work with and come to know Shirley. An amazing nurse, an exceptional teacher, a beloved coworker, and a cherished friend. She will be missed but always loved.

She was born in Arlington, Massachusetts, on October 8, 1938, daughter of the late Dorothy and Patrick Gerald Duggan and sister to the late Michael Duggan. She is survived by her sister-in-law (Theresa) and four nephews (Michael, Jr., Timothy, Daniel and Gerald) and their children.

Shirley attended schools in Arlington and graduated from Matignon High School in Cambridge. She graduated from Boston College and Pace University in New York and went on to have a long and distinguished career in nursing for over 50 years, including 20 years as an expert in cardiac nursing at Massachusetts General Hospital where she taught cardiac nursing to both staff and students. She was renowned for her acute knowledge and superb teaching skills.

She went on to become an Associate Director in the MNA's Department of Nursing. In that position she worked on numerous issues affecting professional nursing care and was also the Coordinator of the Continuing Education Program at the MNA.

Shirley was greatly admired for both her extraordinary abilities and her gracious manner by both staff and membership alike. She was often called nursing's North Star because of her incredible integrity and moral leadership. Nursing lost one of its best the day she died.

Jeanine M. Hickey, RN

Jeanine M. Hickey, 68, of Bradford, passed away unexpectedly on April 6. Born in Haverhill, she was the beloved daughter of the late Lawrence F. and Lucia (Scatamacchia) Hickey. A lifelong resident of the Merrimack Valley, Jeanine was deeply rooted in her community and known for her gentle spirit, unwavering loyalty, and steadfast commitment to justice and compassion.

A graduate of Haverhill High School, Jeanine dedicated her life to the service of others, first as a registered nurse and then as a tireless union advocate. She was a leader in the successful effort to unionize the former Hale Hospital with the MNA, and her career reflected a deep and abiding belief that caring for others was both a calling and a responsibility. Her efforts to improve working conditions for nurses were always linked to her dedication to improving care for patients.

Jeanine was a proud member and instrumental leader within the MNA, where she became a guiding force and a beloved presence, helping to organize hundreds of new MNA members throughout her 20-plus year career. She was a passionate advocate who will be remembered for her strength, humility, and relentless pursuit of fairness. Her colleagues and fellow activists recall her not only as an excellent nurse and organizer, but also as a loyal friend and a spirited travel companion—someone who found joy in the work and in life's lighter moments, including memorable vacations and beloved Buffett concerts.

Jeanine's legacy is rich with the lives she touched, the rights she championed, and the kindness she consistently showed. She was a wonderful nurse, a trusted friend, and cherished union sister. She loved her family, her friends, her union, and her profession with fierce devotion.

Jeanine is survived by her loving family and many cherished friends. Though her absence leaves a deep void, her memory lives on in the countless lives she improved and in the values she held dear.

Donna Dudik, RN

On April 21, dedicated RN and MNA Leader Donna Dudik passed away after a brief illness. Donna dedicated more than 30 years to caring for patients at Boston Medical Center in intensive care units. She served on the MNA Congress on Nursing Practice and played a key role in legislative efforts to raise nursing standards and ensure safe patient care. Donna was widely known for her thoughtful leadership, tireless advocacy, and deep belief in nurses having a strong, independent voice in shaping healthcare policy. Her contributions helped advance the profession across Massachusetts.

Donna was born in New Jersey and lived for many years in Weymouth. Beyond nursing, Donna was a devoted parishioner at Sacred Heart Church, an active supporter of the Weymouth & South Shore Democratic Club, and a vibrant member of the Boy Scouts Troop 19 community. In addition to her professional and civic engagement, Donna found joy in spending time with her grandchildren. Donna's compassion and service will be remembered by countless patients, MNA members, friends, and family.

MNA SM
PEER ASSISTANCE PROGRAM

Help for Nurses with Substance Use Disorders

- ☑ Are you a nurse who is self-prescribing medications for pain, stress, or anxiety?
- ☑ Are you a nurse who is using alcohol or other drugs to cope with everyday stress?
- ☑ Would you appreciate the aid of a nurse who understands recovery and wants to help?

Call the MNA for a confidential conversation and link with a nurse in recovery.

All information is confidential and free of charge

Call 781-830-5755 or
800-882-2056, x 755 (in MA only)

www.peerassistance.com

MNA SM Massachusetts Nurses Association

MNA℠ PEER ASSISTANCE PROGRAM

MNA has successfully provided free and confidential peer support to nurses for over 40 years. Help us expand this valuable resource to other healthcare professionals.

The MNA Peer Assistance Program would like to expand its peer support network to include other healthcare professionals. The program currently has 20 nurse peer assistants, and we are recruiting for other disciplines. If you are a healthcare professional in recovery, we encourage you to reach out to Carol Mallia RN, MSN at 781-830-5755 or via email at cmallia@mnarn.org to learn more.

www.peerassistance.com

MNA℠ Massachusetts Nurses Association

Massachusetts Nurses Association 2025 General Election Ballot

Vice President, Labor* (vote 1 for 3 years)
Dominique Muldoon

Treasurer, Labor* (vote 1 for 3 years)
Nora Watts

Director, Labor* (5 for 3 years; 1 per region)
Region One: Andrea Denley
Region Two: Mary Ellen Castagno
Region Three: (vacant)
Region Four: Sarah Bessuille
Region Five: Dan Rec

Director At-Large, Labor* (vote 3 for 3 years)
Kelly Allyn
Kathy Reardon
Elizabeth Taylor

Director At-Large, General, (4 for 3 years)
Kelly Allyn
Ruth Cadet
Karen Coughlin
Ellen MacInnis
Elizabeth Taylor

Nominations Committee, (5 for 3 years; 1 per region)
(vacant)

Bylaws Committee, (vote 5 for 3 years; 1 per region)
Mary Ellen Castagno

At-Large Position in Regional Council (vote for 2 for 3 years)
Region One: (vacant)
Region Two: Kelly Allyn
Region Three: Ruth Cadet
P. Karen Duffy
Joanne Kingsley
Elizabeth Taylor
Region Four: (vacant)
Region Five: (vacant)

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.

Ballots will be mailed no later than August 4. Deadline for ballots to be received is September 4.

Bios of candidates for MNA office, 2025

VICE PRESIDENT

DOMINIQUE MULDOON, RN
Winchendon, MA

Employment: Newton Wellesley Hospital

Education: Associates, Mount Wachusett Community, 2002
Present/Past MNA Activities: BOD, Co-chair @SUH, Vice President, Region 2

I've been a proud MNA nurse since I graduated in 2002. I worked at St Vincent Hospital for 22 years. I am now at Newton Wellesley Hospital and an active member of our bargaining unit. I have been an advocate for safe staffing my entire career attending advocacy days and rallies at the state house. I was on the negotiating committee at St Vincent since 2007 and was elected Co-Chair for 15 years, serving until 2025. I believe it is not only important to be a patient advocate as a union nurse but a nurse advocate as well. When we take care of each other, we can take better care of our patients when they are at their most vulnerable. Nursing is a vocation. We must maintain our high standards while recognizing that we are the last line of defense in protecting the humanity of our patients. While Co Chair at St Vincent's I was part of a negotiating team that fought tirelessly for safe staffing over several years. Our last contract negotiations culminated in a successful 10 month strike in 2021to 2022. We not only created a solidarity among ourselves but also with the entire central Mass community that recognized that our fight was also their fight. I was voted as one of the power 100 most influential professionals in Central Mass, 2024, by the WBJ. I received the MNA Judith Shindul-Rothschild leadership award in 2024. In 2022, I received the Labor Hero award from the Central Mass AFL in 2022.

TREASURER

NORA WATTS, RN
Westborough, MA

Employment: Newton Wellesley Hospital

Education: BSN, Northeastern University, 1975
Present/Past MNA Activities: MNA Treasurer

DIRECTOR, LABOR

SARAH BESSUILLE, RN, BSN, GRN
Saugus, MA

Employment: Brigham & Women's Hospital

Education: BSN, Hartwick College, 2012
Present/Past MNA Activities: BOD, Reg 4 Director, PAC, Region 4 Vice Chair, BWH Bargaining Committee, Secretary

MARY ELLEN CASTAGNO, MSN, RN, FN-C
Wayland, MA

Employment: Newton Wellesley Hospital

Education: Certificate Forensic Nursing, Fitchburg State University, 2014; MSN, Clarkson College, 2001; BSN, Framingham State University, 1995; ADRN/BS NURSING, Middlesex Community College, 1982/1995
Present/Past MNA Activities: Bylaws Committee

Becoming a nurse was a fulfillment of my childhood dream and is now my greatest passion. In the past five years since the Covid-19 pandemic, the practice has become increasingly difficult; the cost of healthcare has increased, and we have seen sicker patients who require complex care and longer inpatient stays.

Amid all of this, we are experiencing a nursing shortage. Many have

decided to leave the field, leaving new graduate nurses to experience a rushed and uneasy transition from student to novice nurse. The support that I and many others were given during this time may no longer exist. Today, nurses are working short staffed, and many are exposed to patient violence in the workplace.

If elected, I will prioritize the safety of my colleagues and patients and work toward creating an environment that graduates experience a smooth transition into the workplace. I believe that with quality initiatives all of this is possible.

ANDREA DENLEY, RN, BSN, CEN, CPEN, TCRN

Granby, MA

Employment: Cooley Dickinson Hospital

Education: BSN, Villanova University, 2010

Present/Past MNA Activities: BOD '24- 25

I believe that healthcare is changing for the worse; corporate interests do not align with the heart of the healthcare professions. I believe that we seek to join the profession because we have a caregiver's spirit, and that the soul of the healthcare profession is crushed by the profiteering committed by the companies we work for. We, as RNs/OTs/PTs and others, see first what it looks like when we are forced to rush and cut corners. We see the suffering caused when patients expect to be looked after in the hospital and the nurses can barely get all their tasks done in a shift, with no time for personal connection with the patients we tend to, which feeds our hearts.

I've been on the BOD for one year and I've learned so much about how our union can help us fight the downward spiral. My current personal project is to revitalize the technology that our members interact with and to implement a web store on the MNA website so that we all have access to MNA swag so we can proudly identify as union healthcare professionals and nurses. I believe that we can build power by building solidarity, and with one unified voice start to steer the ship of patient care back toward the patient and provider relationship and away from profit focus. If elected, I'll continue to advocate for the interests of western Mass nurses, therapists, PTs, & OTs and lead the charge to a savvy and organized union.

DAN REC, BSN, RN, CAPA

Bridgewater, MA

Employment: Brigham & Women's Faulkner Hospital

Education: BSN, Northeastern University, 1985

Present/Past MNA Activities: BOD, Region 5, Finance Committee, SPHM taskforce, Treasurer Region 5, Co-Chair BWFH

As a proud member of the MNA, I am asking to be reelected to a position on the Board of Directors. During my career, I have been fortunate enough to serve on many different committees throughout the union organization. From my present responsibilities as Co-Chair of the BWFH – Faulkner Hospital bargaining unit, to a current term on the BOD's as well as the Various committees listed above. I have also taken advantage of attending many of the programs the MNA has offered – our annual convention, Leadership Summits, Labor School and Labor Notes. All these experiences have helped enrich me professionally and I feel have made me prepare to assist with the important work on the Board.

Nursing has changed over the years, and we need to not only keep up with the changes but stay ahead of them. I believe we can accomplish anything as long as we are united – whether we are collectively supporting legislative bills of Safe Staffing or Safe Patient Handling and Mobility or just caring for our patients and fellow nurses.

If reelected, I will continue to be committed to advocating for any issue we face. I would also like to promote all that MNA has to offer back to its members, especially our younger generation of nurses. These nurses are the future. We all have a role to play in caring for our profession, and the opportunities for us to become involved and strengthen our unity are limitless.

I respectfully ask for your vote in Unity and Solidarity.

DIRECTOR AT LARGE, LABOR

KELLY ALLYN, BSN

Auburn, MA

Employment: UMass Memorial

Education: BSN, Anna Maria College, 2005; ADN, Quinsigamond Community College, 2000; Radiological Technology, Holyoke Community College, 1987

Present/Past MNA Activities: BOD, Executive Committee Co-Chair Grievances

KATHY REARDON, RN

Canton, MA

Employment: Morton Hospital

Education: BSN, Northeastern University, 1989

Present/Past MNA Activities: Co-Chair Norwood Hospital, WPV Taskforce, Past R5 Secretary

ELIZABETH TAYLOR, RN

Carver, MA

Employment: Beth Isreal Deaconess Hospital Plymouth

Education: BSN, UMass Boston, 2010; Associates, Cape Cod Community College, 2006; Bachelors Business, Bryant College, 2002

Present/Past MNA Activities: BID Plymouth Chairperson, BID Plymouth Committee Member

DIRECTOR AT LARGE, GENERAL

KELLY ALLYN, BSN

Auburn, MA 01601

Employment: UMass Memorial

Education: BSN, Anna Maria College, 2005; ADN, Quinsigamond Community College, 2000; Radicological Technology, Holyoke Community College, 1987

Present/Past MNA Activities: BOD, Executive Committee Co-Chair Grievances

RUTH CADET, RN

Nantucket, MA

Employment: NCH

Education: MSN, Copella University, 2024; BSN, Copella University, 2022; ASN, Brown, 2015

Present/Past MNA Activities: MNA Chair @NCH 2024, MNA Member at large Regio 3-2024

I am honored to submit my candidacy for the 2025 MNA Board of Directors elections. Since joining the hospital's team at NCH in July 2017, I have dedicated myself to patient care and the empowerment of nurses in our profession. In 2024, I was elected to the MNA Board and currently serve as Chair of MNA at NCH. Prior to this, I was an active SEIU member, advocating for the rights and voices of healthcare professionals since 2017. If re-elected as member at large and or director of region 3, I will continue to be a strong advocate for policies that prioritize nurse and patient safety, including safe staffing ratios, fair compensation, and professional development opportunities. I am committed to ensuring that the voices of all nurses are heard and represented at the state level.

In addition to my leadership roles, I have achieved my personal goal of earning a master's degree in nursing, a testament to my commitment to lifelong learning and professional excellence. I have also been nominated for the DAISY Award three times, an honor that reflects my dedication to compassionate, high-quality patient care.

I am excited to continue working with MNA to advance our mission of advocacy, education, and support for nurses. I humbly ask for your support in this election as we work together to strengthen our profession and improve the care we provide to our communities.

Thank you for your consideration.

KAREN COUGHLIN, RN

Arlington, MA

Employment: Retired, Taunton State Hospital (MNA Unit 7)

Education: Certificate, Harvard Trade School, 2017; Associates, Massasoit Community College, 1984

Present/Past MNA Activities: Current Director At Large, General/MNA Board of Directors, Executive Committee, MNA Board of Directors, Past MNA Vice President 2010-2019, MNA NENA(Northeast Nurses Association) Delegate, Current NENA President, Current Chair, MNA Political Action Committee, Current Chair, MNA Workplace Violence & Abuse Prevention Task Force, MNA Finance Committee, MNA Congress on Nursing Practice, Executive Committee, Harvard Trade Union Program, Current Secretary, MNA Region Council 5, Current MNA delegate, Greater Boston Labor Council, Executive Board

I am a proud MNA member. I have been honored to serve in many capacities as an MNA representative (see above).

Members are still fighting and advocating for best practices, workplace violence protections, safe patient limits and the resources and equipment needed to safely care for their patients, themselves, and their practice. The issues we face here are common across the country.

We advocate for our patients. I know that across this state you are doing what you can to provide the best care for your patients. It may have been at the bedside, recognizing changes in your patient's status and getting them the care they needed. You questioned a physician's order that could place your patient at risk. You questioned a particular policy or practice. It may have been joining with your fellow workers in wearing a button, signing a petition, writing a letter to an editor, talking to a reporter, testifying for a legislative bill, or walking a picket or strike line, to warn the public, your patients and your community, "If I'm out here, something's wrong in there".

I am energized by and driven to make sure we have a seat at the table because otherwise we are on the menu. I believe in advocacy, defending our professions, unionism, building coalitions, and fighting for what is right and just. I believe that the breadth of my experience would be helpful in pursuing our common goals.

I respectfully ask for your vote.

Thank you very much.

ELLEN MACINNIS, RN

Brighton, MA

Employment: St Elizabeth's Medical Center

Education: ADN, Massachusetts Bay Community College, 1989

Present/Past MNA Activities: Director At-Large, Labor, SEMC Negotiating Committee

ELIZABETH TAYLOR, RN

Carver, MA

Employment: Beth Isreal Deaconess Hospital Plymouth

Education: BSN, UMass Boston, 2010; Associates, Cape Cod Community College, 2006; Bachelors Business, Bryant College, 2002

Present/Past MNA Activities: BID Plymouth Chairperson, BID Plymouth Committee Member

BYLAWS COMMITTEE

MARY ELLEN CASTAGNO, MSN, RN, FN-C

Wayland, MA

Employment: Newton Wellesley Hospital

Education: Certificate Forensic Nursing, Fitchburg State University, 2014; MSN, Clarkson College, 2001; BSN, Framingham State University, 1995; ADRN, Middlesex Community College, 1982

Present/Past MNA Activities: Bylaws Committee

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require complex care and longer inpatient stays.

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If elected, I will prioritize the safety of my colleagues and patients and work toward creating an environment that graduates experience a smooth transition into the workplace. I believe that with quality initiatives all of this is possible.

AT-LARGE REGIONAL COUNCIL

REGION 2

KELLY ALLYN, BSN
Auburn, MA 01601

Employment: UMass Memorial

Education: BSN, Anna Maria College, 2005; ADN, Quinsigamond Community College, 2000; Radicological Technology, Holyoke Community College, 1987

Present/Past MNA Activities: Executive Committee Co-Chair Grievances

REGION 3

P. KAREN DUFFY, RN, BSN
Marshfield, MA

Employment: RETIRED-BROCKTON HOSPITAL

Education: BSN, Stonehill College, 1988; RN, Massasoit Community College, 1984

Present/Past MNA Activities: Board of Directors 2016-2023, PAC (present) Bylaws Committee (present), MNF (present), Vice-chair Region 3(present) Awards Committee (present)

ELIZABETH TAYLOR, RN
Carver, MA

Employment: Beth Isreal Deaconess Hospital Plymouth

Education: BSN, UMass Boston, 2010; Associates, Cape Cod Community College, 2006; Bachelors Business, Bryant College, 2002

Present/Past MNA Activities: BID Plymouth Chairperson, BID Plymouth Committee Member

JOANNE KINGSLEY, RN, BSN, MSN, MSNHC
Duxbury, MA

Employment: Signature Healthcare

Education: MSN, Grand Canyon, 2018; MSHCM, Cambridge College, 2008; BSN, Curry College, 2006; Diploma, Brockton Hospital School of Nursing, 1978

Present/Past MNA Activities: Congress on Health & Safety, Safe Patient Handling, Treasurer

MEMBER MOBILIZATION

Classes offered by the MNA Labor School for all members.

In Person Program:

Introduction to an Organizing Conversation

This training will introduce you to the organizing conversation structure. Practice learning how to use it to mobilize your coworkers to take action at work. Combining dissection of each element of the conversation with examples and breakout practice, including how to overcome "no."

Date: Saturday, 8/16/2025, 10 a.m.-2:30 p.m.

For more information and to register:
Members register by signing in to the MNA App/events section or sign in to the website https://mna.yourassociation.org, and click the CE Programs/Events button, or contact Dayana Ocasio at docasio@mnarn.org.

MNA Massachusetts Nurses Association
LABOR SCHOOL

MNA℠ Massachusetts Nurses Association

CONVENTION 2025

October 15-17

Oct 15 – MNA Awards dinner in the evening

Oct 16 – Business Meeting and Labor Program all day with Member Fun Night in the evening

Oct 17 – Unit 7 & PAC Meetings followed by two CNE offerings and lunch, ending the day at 2:30 p.m.

Being held at the Wellsworth Hotel and Conference Center in Southbridge, MA

wellsworthhotel.com

Notice to members and non-members regarding MNA agency fee status

In private employment under the National Labor Relations Act

This notice contains important information relating to your membership or agency fee status. Please read it carefully.

Section 7 of the National Labor Relations Act gives employees these rights:

- To organize
- To form, join or assist any union
- To bargain collectively through representatives of their choice
- To act together for other mutual aid or protection
- To choose not to engage in any of these protected activities

You have the right under Section 7 to decide for yourself whether to be a member of MNA. If you choose not to be a member, you may still be required to pay an agency fee to cover the cost of MNA's efforts on your behalf. If you choose to pay an agency fee rather than membership dues, you are not entitled to attend union meetings; you cannot vote on ratification of contracts or other agreements between the employer and the union; you will not have a voice in union elections or other internal affairs of the union; and you will not enjoy "members only" benefits.

Section 8(a)(3) of the National Labor Relations Act provides, in pertinent part:

It shall be an unfair labor practice for an employer – …

(3) by discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization: Provided, that nothing in this Act, or in any other statute of the United States, shall preclude an employer from making an agreement with a labor organization … to require as a condition of employment membership therein on or after the thirtieth day following the beginning of such employment or the effective date of such agreement, whichever is the later. If such labor organization is the representative of the employees as provided in Section 9(a), in the appropriate collective bargaining unit covered by such agreement when made…

Under Section 8(a)(3), payment of membership dues or an agency fee can lawfully be made a condition of your employment under a "union security" clause. If you fail to make such payment, MNA may lawfully require your employer to terminate you.

This year, the agency fee payable by non-members is 97% of the regular MNA membership dues for chargeable expenditures. Non-members are not charged for expenses, if any, which are paid from dues which support or contribute to political organizations or candidates; voter registration or get-out-the-vote campaigns; support for ideological causes not germane to the collective bargaining work of the union; and certain lobbying efforts. MNA has established the following procedure for non-members who wish to exercise their right to object to the accounting of chargeable expenditures:

1. When to object

Employees covered by an MNA union security clause will receive this notice of their rights annually in the Mass Nurse. If an employee wishes to object to MNA's designation of chargeable expenses, he or she must do so within thirty days of receipt of this notice. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee's address as shown in MNA's records.

Employees who newly become subject to a contractual union security clause after September 1, or who otherwise do not receive this notice, must file any objection within thirty days after receipt of notice of their rights.

MNA members are responsible for full membership dues and may not object under this procedure. MNA members who resign their membership after September 1 must object, if at all, within thirty days of the postmark or receipt by MNA of their individual resignation, whichever is earlier.

Objections must be renewed each year by filing an objection during the appropriate period. The same procedure applies to initial objections and to renewed objections.

2. How to object

Objections must be received at the following address within the thirty-day period set forth above:

Massachusetts Nurses Association
Fee Objections
340 Turnpike Street
Canton, MA 02021

Objections not sent or delivered to the above address are void.

To be valid, objections must contain the following information:

- The objector's name
- The objector's address
- The name of the objector's employer
- The non-member's employee identification number
- Objections must also be signed by the objector

Objections will be processed as they are received. All non-members who

file a valid objection shall receive a detailed report containing an accounting and explanation of the agency fee. Depending on available information, the accounting and explanation may use the previous year's information.

3. How to challenge MNA's accounting

If a non-member is not satisfied that the agency fee is solely for chargeable activities, he or she may file a challenge to MNA's accounting. Such a challenge must be filed within thirty days of receipt of MNA's accounting. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee's address as shown in MNA's records.

Challenges must be specific and must be made in writing. Challenges must be received by MNA at the same address listed above in section 2 within the thirty-day period to be valid. Challenges not sent or delivered to that address are void.

Valid challenges, if any, will be submitted jointly to an impartial arbitrator appointed by the American Arbitration Association. MNA will bear the cost of such a consolidated arbitration; challengers are responsible for their other costs, such as their travel expenses, lost time, and legal expenses, if any. Specifically challenged portions of the agency fee may be placed in escrow during the resolution of a challenge. MNA may, at its option, waive an objector's agency fee rather than provide an accounting or process a challenge. ■

Notice of Dues Increase to Members

This notice is to inform all MNA members and Agency Fee payers that per MNA dues policy the maximum and minimum rates of dues have been reviewed. Based on this review, the minimum dues rate will increase to $77.32 effective July 1, 2025. The current maximum monthly dues rate will remain unchanged at $96.60. All associated dues categories or fees will be adjusted based on these new rates. For more information, contact the MNA's Division of Member Services at 781-821-4625 or send email to membership@mnarn.org.

Massachusetts Nurses Association
Massachusetts Nurses Association
340 Turnpike Street ■ Canton, Massachusetts 02021-2711
www.massnurses.org

Are you a nurse or healthcare professional interested in forming a union with your colleagues as part of the Massachusetts Nurses Association?

Join the MNA

Build Your Power!

From negotiating increased wages and benefits to addressing staffing and patient safety challenges, MNA members make their united voices heard loud and clear.

Remember, organizing is your right. It is not a defiance of management, it is a legal declaration for equity, justice, and positive change.

Please visit

www.massnurses.org/BuildYourPower