the Massachusetts nurse ADVOCATE

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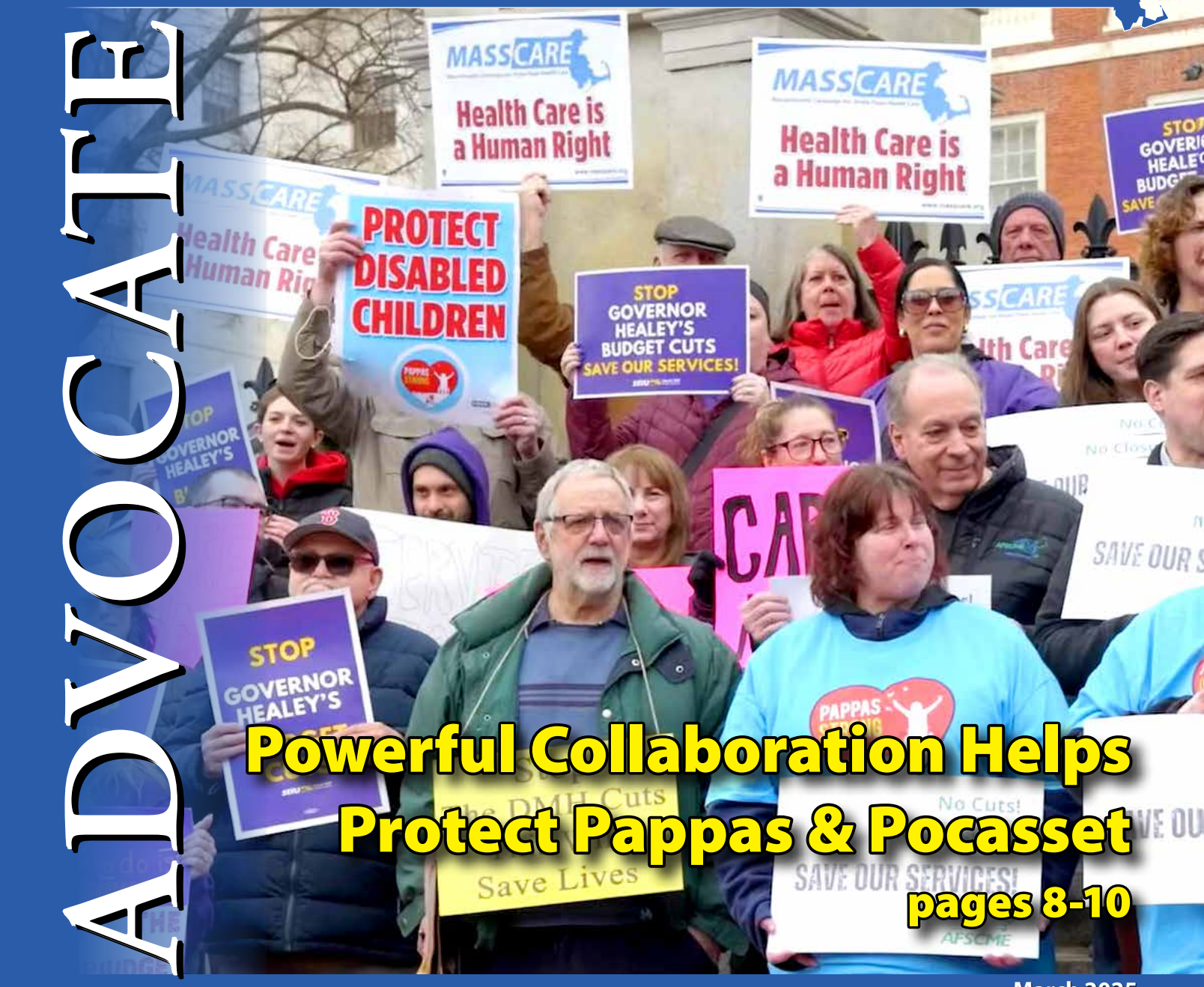

Powerful Collaboration Helps Protect Pappas & Pocasset

pages 8-10

March 2025

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Time to Pass the Torch

by Julie Pinkham, RN & MNA Executive Director

Hopefully most of you are already aware that I informed the Board of Directors in October of 2024 of my retirement this year (2025). I sent a short video out to the membership in January, once the job description for a new executive director was advertised, in the hopes of assuring you would have knowledge before it was public information. That was important to me because I have worked with so many of you over these many years and feel such a deep respect for you as the soul of this organization.

I want to thank you for the opportunity of a lifetime. I really cannot imagine any scenario that matches the enjoyment I have had over these years working with you all and the staff of MNA. We have taken on some David and Goliath fights, generally punching above our weight and unabashed in our belief that being willing to fight is often the win, the battle itself is often more important than the outcome. Being organized, prepared, communicating and supporting one another keeps you ready and capable to address the many issues you confront in the everchanging healthcare environment, and you cannot win if you are afraid to lose — best to be fit and ready knowing that every action in the effort has benefits, even if they are not immediately visible.

As new members come in, take the time to talk with them and share the history behind your past efforts and how the language of your contracts came to be achieved. But understand that the work is never over. As the environment changes the needs will change, and the strategies will change. And while history provides insight, the future may require different solutions and different efforts. Be prepared to embrace those challenge so that we are always improving and supporting each other, for the benefit of Massachusetts patients everywhere.

So while I'm changing roles from staff back to active MNA member, I will always be MNA and I will always be there behind the scenes supporting you.

I have a tremendous amount of pride in the MNA and that is because the MNA is you.

Thank you.

Julie Pinkham RN

President's Column

Katie Murphy

Greetings sisters and brothers,

As proud union members, we live our union principles every day. One of our most foundational truths is that an injury to one of us is an injury to all. How do we see this in our roles as healthcare professionals in the United States in 2025? And how do we practice this as one person in a bargaining unit, going to work every day? These are different scenarios, but related.

Our contracts reflect our concerns for our patients and our goals for our members. We are constantly told we have the best healthcare in the world, but we spend so much of our time and effort at work seeking resources. In our efforts to shine a bright light on this contradiction, we need to educate ourselves on the reality of healthcare funding both nationally and locally. It is important to learn the truth about healthcare dollars, where they come from, and where they are utilized. Knowledge is power.

Nurses and healthcare professionals have a critical role in the health of our nation. We know that prevention saves lives. We know that when our patients are not well nourished, illness can devastatingly take hold. We know that when our patients can't afford medications they arrive at our facilities way sicker and requiring far more and more complicated care.

We know that when medical facilities are not maintained and allowed to deteriorate to a level where they might not be able to be saved, patients, families, and communities suffer. One could reasonably question the leadership that allows this to happen. One could reasonably ask why, in the wealthiest nation on earth, buildings hospitals, and schools are not maintained. Where is all that money going?

So back to the collective injury. As nurses and healthcare professionals, we live in this society and it is our job to fight against this injustice—both in our workplace and in our community, our state, and our nation.

We have the wherewithal to do better, and our voices are respected. Let's use this political capital in our workplace and our community. Your neighbors and your nation will thank you.

In Solidarity,

Katie Murphy RN

MNA Massachusetts Nurses Association

Annual Clinical Nursing Conference

May 2, 2025

FREE for MNA members

See back cover for more information.

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MNA Massachusetts Nurses Association

Annual Gallup Survey of 'Most Honest and Ethical Professions' Puts Nurses in Top Spot for 23rd Straight Year

Since the current Gallup survey began in 1999, Americans have said they trust nurses most of all professionals in all but one year

As patient care access and safety remains under threat from a financially driven healthcare system, nurses have been recognized for their efforts to protect patients by receiving the top ranking among the nation's most honest and ethical professions for the 23rd straight year, according to Gallup's annual survey.

Nurses are viewed as having "very high" or "high" ethical and honesty standards by 76% of the public, 15 points higher than any other profession even as the Gallup poll this year saw an overall decline in trust among most professions surveyed. For comparison, the average trust level of professions ranked was 30% this year, and only 12% of Americans said they trusted business executives.

"Americans see nurses for who they truly are – expert caregivers who can be trusted with your life and whose ethics guide their advocacy for patient safety," said Katie Murphy, a practicing ICU nurse, and President of the Massachusetts Nurses Association. "Massachusetts patients are endangered by a broken healthcare system as evidenced by the Steward Healthcare bankruptcy and the dangerous conditions at Tenet Healthcare's hospitals. MNA nurses' fights against for-profit healthcare and our passionate advocacy for patient care access and safety demonstrate why nurses are the most trusted profession."

According to Gallup, nurses have earned the highest rating in every year but one since Gallup added them to the annual survey in 1999. The exception was 2001, when firefighters – included only that year – earned a record 90% trust rating after their heroism in responding to the 9/11 attacks on the Twin Towers.

Nurses Speak out about Safety Challenges

Remaining the most trusted profession comes with its challenges. According to the 2024 State of Nursing in Massachusetts survey, 80% of registered nurses said the quality of patient care in hospitals had gotten significantly worse over the previous two years as they described being emotionally exhausted, increasingly disengaged and more likely to leave the profession or reduce their hours.

- Not having enough time with patients and caring for too many patients at one time remained the top challenges in the 2024 survey by Beacon Research, with 2/3 of nurses surveyed citing each as a major problem.
- RNs reported being aware of serious negative outcomes as a result of understaffing, including *nurses lacking time to properly comfort and assist patients and families* (80% aware), *nurses lacking time to educate patients and provide adequate discharge planning* (76%), *re-admission* (65%), *medical errors* (55%), and even *death* (26%).

- Four-in-ten nurses said in the Beacon Research survey they would not feel safe admitting a family member to the unit on which they work.
- Most nurses (61%) say a lack of proper hospital regulations is contributing to unsafe patient care conditions. Yet Beacon Hill lawmakers are not responding to concerns about unsafe staffing, according to 76% of nurses.

Nurses Face Down For-Profit Healthcare

MNA nurses at St. Vincent Hospital and Framingham Union Hospital have been battling the national for-profit Tenet Healthcare over unsafe staffing levels that have contributed to patient endangerment and death. In December, St. Vincent nurses filed their sixth complaint with state and federal authorities seeking immediate intervention to protect patients and staff, a situation so dire the complaints include a direct appeal to the Department of Public Health to assign onsite inspectors on a daily basis to ensure hospital administration is providing the resources needed to ensure the safety of all concerned.

The efforts by MNA nurses have received widespread media coverage. In September, Framingham nurses filed state and federal complaints against Tenet and held a press conference to share their concerns. This public attention has put pressure on Tenet and public health officials, showcasing nurses' will-

ingness to speak out on behalf of patients. And last month, the Boston Globe and other media covered ongoing patient safety issues at St. Vincent Hospital in Worcester, where poor staffing led to two preventable patient deaths, patient falls, and close to 100 preventable pressure ulcers (debilitating bedsores). The complaints sought and were successful in convincing DPH Commissioner Robbie Goldstein to schedule a meeting with a delegation of Tenet nurses on January 7, where they provided personal accounts of Tenet's failure to provide needed care to the patients served by these hospitals.

For years, MNA nurses have rang the alarm about unsafe conditions at Steward Healthcare facilities. Before Steward filed for bankruptcy last year, nurses at Good Samaritan Medical Center filed complaints with the Centers for Medicare & Medicaid Services (CMS) about dangerous ED conditions. Throughout the bankruptcy process, nurses joined with patients, community members, elected officials and other unions to advocate for the preservation of all of Steward's Massachusetts hospitals. Nurses also closely monitored and reported on patient safety as the hospitals came under threat of closure.

Nurses Build Power to Advocate for Safe Patient Care

In recent years, there has been unprecedented interest in nurses and healthcare professionals seeking MNA representation as a means of protecting their patients and themselves by having a strong and united voice. These successful organizing drives – both by MNA nurses and healthcare professionals and other unionizing healthcare workers – have been in the public eye through extensive media coverage.

"People see nurses organizing as a way for us to better advocate for our patients," said Murphy. "We are more trusted as union nurses, have more ways to demonstrate our ethics, and the public appreciates nurses speaking up for their healthcare needs."

- 28 registered nurses of Dana-Farber Brigham Cancer Center – Foxborough voted to join the MNA in December 2024.
- Martha's Vineyard Hospital ambulatory care nurses voted to join the MNA in July 2024.
- MGB Home Care nurses and healthcare professionals voted to join the MNA in June 2024.
- 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.
- 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. ■

MNF

Massachusetts Nurses Foundation

2025 scholarship applications now available

Deadline to apply: May 31, 2025

Scholarship Eligibility:

- Be an MNA member in good standing
- Be a child of an MNA member in good standing
- Must be accepted into a degree program in nursing or health care field which includes Microbiologist, Dietitian, Social Worker, Pharmacist, Speech Therapist, Physical Therapist, Occupational Therapist

For more information, follow the QR code and/or call Cindy Messia at 781-830-5720 or email cmessia@mnarn.org

Baystate Home Health Clinicians Deliver Petition to CEO Peter Banko Calling for a Fair Contract to Ensure Safe and Accessible Care for Springfield Patients

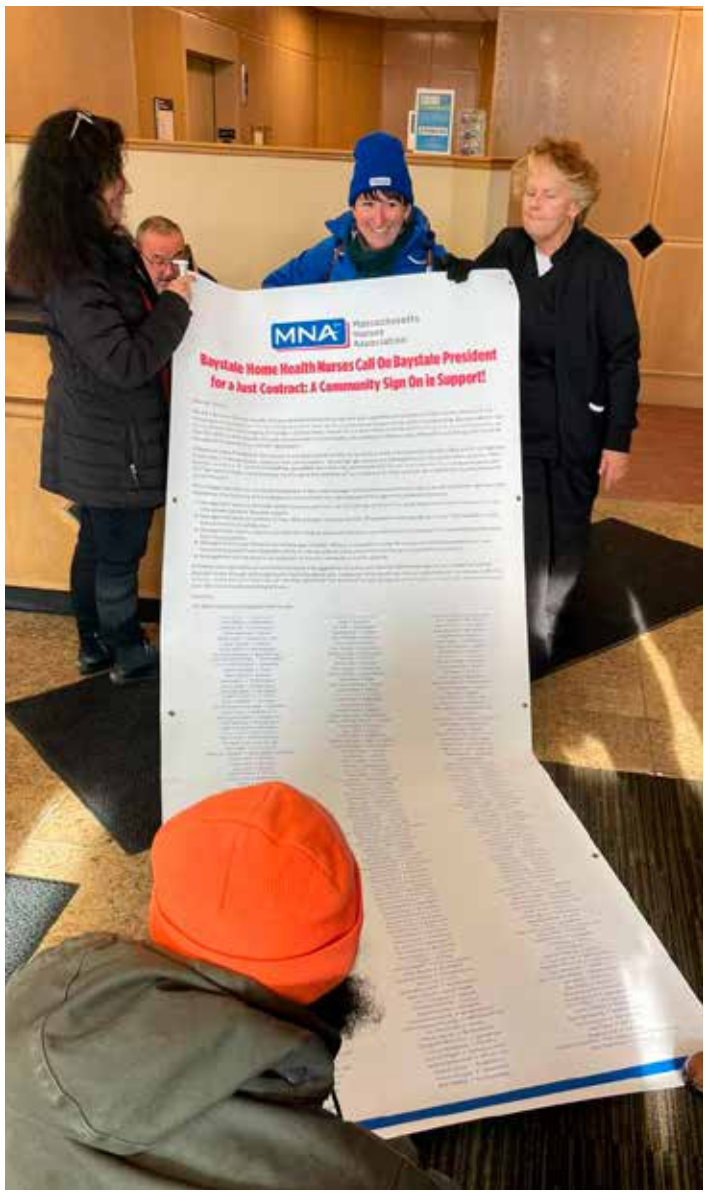
The nurses and healthcare professionals of Baystate Home Health, represented by the Massachusetts Nurses Association, delivered a petition in early February to Baystate President & CEO Peter Banko urging him to respond to the concerns of clinicians, settle a fair contract, and allow home health patients to continue to receive the high-quality care they deserve.

"A clinician-led organization prioritizes the feedback and suggestions of its clinicians," Baystate Home Health clinicians wrote in a letter to Banko that was signed as a petition by nearly 300 community members. "We have been encouraged by your pledge to stabilize Baystate Health through staff support and improving patient care. In Baystate Home Health you have an opportunity to immediately fulfill this promise. Please join us in reaching a fair contract agreement that will boost our job satisfaction and empower us to provide high-quality home care."

Baystate Home Health clinicians work with an especially vulnerable population in the north end of Springfield, Forest Park, and other areas that have concentrations of financially disadvantaged patients. The care they provide contributes to Baystate's stated community benefits mission to "reduce health disparities, promote community wellness, and improve access to care for priority populations."

Home health patients increasingly have complex medical needs that are being treated outside of the hospital setting. Baystate patients rely on Home Health clinicians' care following surgery, to manage a chronic illness, recover from a heart attack or stroke, and much more. Clinicians' efforts to provide this care have been undermined by Baystate's approach to contract negotiations:

- Baystate is seeking to eliminate health insurance premium cost limits for clinicians. This could lead to unaffordable healthcare for the very people caring for Baystate patients.
- Baystate also wants to require clinicians to work five times as many evening hours a year than previously required. This would drive people away from these positions.
- Even though there is a high demand for nurses and other healthcare professionals in Massachusetts, and nurses at hospitals are in many cases receiving substantial pay increases, Baystate has put forward minimal pay proposals for Home Health clinicians.
  - Non-competitive pay will harm Baystate's ability to improve patient safety through clinician recruitment and retention.
- In addition, Baystate has refused to discuss our proposals to improve continuity of care for patients.



The results of this negotiation process are critical to how home health patients receive care, as evidenced by a 2024 survey from the state's Center for Health Information and Analysis. The survey found that almost half of all registered nurses working in home health care and adult day care left their jobs within a year.

A 2023 report by the leading home care and hospice associations said home health care providers were turning away over 25% of referred patients due to staff shortages. The home care report described a range of workforce challenges, including nurse salaries being lower when they work in home healthcare settings. ■

Attention on Steward Crisis Shaped by MNA's Political Power

We were the driving force in saving six hospitals; still fighting for two others

As we enter a new era of challenges in the coming year, it is important to recognize the MNA has the power to protect its members and the communities they serve when that power is mobilized in response to a crisis.

There is no better example of this power than what we were able to accomplish in the wake of Steward's historic filing of bankruptcy, placing nine of its hospitals in jeopardy of closure, and along with it, the loss of thousands of nursing and other jobs, while endangering millions of the state's residents.

Keep in mind that MNA members working at these hospitals had long been sounding the alarm, holding job actions, filing complaints with state and federal agencies, and issuing personal warnings to public officials about the pending collapse of the Steward system. And when it happened, our members and staff leaped into action, working with community groups, allies in labor, and local and state officials to preserve these hospitals.

Our first step was to pull together a broad-based coalition with SEIU 1199 and other community advocates, entitled Our Community Our Hospital Coalition, to plan a campaign, which was kicked off by rallies held outside all the affected hospitals, all of which drew significant media attention.

We immediately teamed up with state and federal legislators, who invited us to participate in press conferences and to testify at various forums for the preservation of these hospitals.

Early in the process, we got wind of internal discussions within the state that Holy Family Haverhill Hospital, Carney Hospital, and Nashoba Valley Medical Center were all slated for approval by the state to be acceptable collateral damage in the crisis.

This sparked an aggressive effort on the municipal and state level to rally political and community support for these facilities. We produced and distributed thousands of lawn signs in these communities, mobilized city councils to pass resolutions, and held meetings to pressure the governor and state to save these hospitals.

There wasn't a week and often a day that went by without some aspect of our campaign being covered in the press.

At the end of this process, we saved Morton Hospital, Good Samaritan Medical Center, St. Elizabeth's Medical Center, St. Anne's Hospital, and both Holy Family Hospital in Methuen and Holy Family Haverhill. St. Elizabeth's Medical Center was saved by its seizure by the state via eminent domain, an idea that originated with the MNA.

Unfortunately, we were unable to prevent the closure of Carney Hospital and Nashoba Valey Medical Center, however, the case for the future of these hospitals is far from closed. As a result of our advocacy, the state has formed task forces to examine the future of services in the communities served by these hospitals, and MNA members and staff are active members on both those task forces. We are hopeful, given preliminary discussions, that we may be able to restore emergency and other services at both facilities.

The Nation.

SOCIETY / STUDENTNATION / DECEMBER 16, 2024

The Making of a Medical Care Crisis

Over the past decade, Massachusetts witnessed the slow death of its largest hospital chain, leaving the largest and most diverse neighborhood in Boston without essential care.

ANNIKA INAMPUDI

The MNA's work kept Steward under the microscope.

The fight now is for the nurses working in those surviving hospitals under new non-profit ownership to have a smooth transition and to maintain strong contracts going forward.

As the bankruptcy concluded, our members were front and center at state and national hearings making the case for these hospitals, including the appearance by Board member and St. Elizabth's RN Ellen MacInnis, and Nashoba co-chair Audra Sprague at a nationally televised Senate Hearing in Washington D.C. Since Steward's collapse these and other members have been sought out by PBS Frontline, national news outlets, book authors, and others to help tell the story of the dangers of Steward and private equity in healthcare. We have also been asked to provide input on state and federal legislation addressing these issues.

While much work needs to be done, the example set by these nurses and MNA staff, working in concert with their communities and local officials, points to future opportunities to address new challenges. We applaud the tenacity of our members and their willingness to fight for their communities. ■

Governor Pauses Plans to Close Pappas Closure After Weeks of Intense Pressure From Patients, Families, the MNA, Legislators, and Other Unions

Families and supporters of the Pappas Rehabilitation Hospital for Children in Canton came together at the State House on February 25, sharing with legislators and the media how important Pappas is for their vulnerable disabled children. The evening before the rally, Gov. Maura Healey announced a pause on her planned closure of Pappas to gather more feedback on the best path forward for the facilities in response to tremendous activism around the closure announcement.

Joining the Pappas families on February 25 were Pappas staff and mental health professionals from the MNA, AFSCME Council 93, and SEIU 509. They urged Gov. Healey to permanently save these essential services and halt a plan to cut 50% of the state's DMH Case Managers.

Going forward, the goal of MNA nurses and healthcare professionals will be to continue to work with all stakeholders, families, and patients to ensure the full preservation of these services, that those who have raised their concerns have a seat at any table to determine the future of these facilities, including the investments that are needed to enhance those services for years to come.

Before the Governor's "Pause"

MNA RNs and health professionals represented by the Massachusetts Nurses Association, including those working in the state-operated public health hospitals and other state agencies, spent weeks actively opposing the budget proposal by Governor Maura Healey that would have closed the Pappas Rehabilitation Hospital for Children, a Canton-based facility providing state-of-art, medical, developmental, educational and recreational services for children with severe disabilities and other conditions, services that the private sector can't provide or that can't be matched in any other setting.

Established more than 120 years ago, the Pappas Rehabilitation Hospital for Children, formerly known as the Massachusetts Hospital School, compromises more than 160 acres and specializes in providing residential medical care, education, and comprehensive rehabilitation services to children and young adults (age 7 – 22) with physical and cognitive disabilities as well as chronic and medically complex conditions requiring hospital-level care. Services provided at Pappas include comprehensive 24/7 nursing care, therapeutic services including speech and language, occupational, physical, and recreational therapies; transitional programming to advance independent living skills; on-site education, rehabilitation engineering to provide adaptive equipment and assistive technology services, custom designed to empower clients to live as independently as possible.

The Pappas grounds include a junior-sized Olympic swimming pool, a pond onsite for water-based sports and activities, and a barn and equestrian track for equestrian rehabilitation services.

The Governor's plan called for the shuttering of this expansive facility dedicated solely to the care of children and young adults, and moving these clients to Western Mass. Hospital in Westfield, one of the state's public health hospitals that is already at over 90 percent capacity and serves a predominantly adult population with few of the specialized amenities and services provided by Pappas.

Hundreds of health care workers, union members, and patient families rally at the State House on 02/25 to continue their fight to keep Pappas Rehabilitation Hospital for Children and Pocasset Mental Health Center open, and prevent layoffs at the Department of Mental Health.

"There is no way these children could receive the level of care and education at Western Mass Hospital or any other setting," said Karen Leahy, a nurse at the facility who has worked there for more than 13 years. "This is a true jewel of a program where staff view our clients like family, where we don't see disability, but rather only how we can maximize all of their abilities and experiences."

According to Michelle Sweeney, who directs the hospital's physical therapy program, "The biggest advantage of Pappas is in the full range of therapy, medical care, and other services they receive across all settings. "At Western Mass. Hospital, we expect they would have received, at most, one-on-one tutoring for education," said Sweeney. "But at Pappas, we offer customized education in a classroom setting and by integrating their therapy needs throughout the day. Recreational activity is ongoing and comprehensive on par with what they would receive in a traditional school. The other advantage we offer is therapeutic interventions and guidance on how to be fully involved in community activities. This includes things like teaching our patients how to maneuver through stores in their adaptive equipment, utilizing communication and other life skills to make purchases like movie tickets or concessions, and becoming more independent with other activities of daily living. Our patients also get the experience of going on adaptive skiing trips and community outings to Red Sox and Celtics games. Pappas is the only place that can allow for the most medically compromised children and young adults to succeed to their highest potential. This is far different than the level of care and services they may be subject to at any other setting."

The Massachusetts Nurses Association represents 75 RNs and health professionals working at Pappas Rehabilitation Hospital for Children, including nurses, physicians, physical therapists, speech and occupational therapists, many of whom have worked there for decades. The Pappas staff has a level of experience and expertise in caring for this population that is unique and hard to duplicate. In moving services to Western Massachusetts there is no guarantee staff will be able to relocate to the facility, and it will be difficult to find equally competent staff to maintain the quality of care.

When the closure was originally announced, dozens of community groups stepped up and/or formed to fight the closure. Likewise, area unions and elected leaders began working in concert to stop the proposed closure. It was reported that Governor Healy's office was bombarded with calls, emails, and letters demanding an end to the state's plan. ■

Around Town with the Nurses from Pappas Rehabilitation Hospital. https://www.youtube.com/watch?v=k8bXoGs1NV8

Pocasset Mental Health Center Closure "Paused"

Hours before protesters were set to rally against her plans, Gov. Maura Healey on Monday night announced she's pausing her effort to close two state-run hospitals.

"Over the past few weeks, I have heard directly from patients, families, and staff about the important role that Pocasset Mental Health Center plays in their communities," the governor said in a statement issued at 6:25 p.m. "I'm deeply grateful for their feedback, as well as for the hard work of our teams at the Department of Public Health and the Department of Mental Health, who are focused on ensuring that all patients receive the high-quality, modernized, specialized care they need and deserve. At this time, I've directed them to pause their plans to close Pappas and Pocasset so that we can bring together a diverse group of stakeholders—including patients, families, labor, local officials, and medical professionals—to conduct a further review of the care offered at these facilities and make recommendations on the best path forward to ensure we are providing the highest quality of care with the resources at hand."

Opponents of Healey's hospital closure plans planned to rally Tuesday morning on the State House steps and also oppose her plan to lay off 170 Department of Mental Health case managers.

"We see this as an encouraging step for the preservation of both facilities, and we look forward to working with the families, caregivers, policymakers, and all stakeholders to ensure that these facilities are permanently preserved and that those impacted by these services have a seat at the table to ensure the proper investments are made to continue and hopefully expand care for the most vulnerable in the Commonwealth, and this includes restoring cuts proposed to case management services," said Massachusetts Nurses Association spokesman David Schildmeier.

Chrissy Lynch, president of the Massachusetts AFL-CIO, said the union was "encouraged and grateful" that the governor listened to concerns about the planned closures and decided to pause the effort.

"We will continue to advocate for long-term investment in our mental health resources and infrastructure," Lynch said. The union remains deeply concerned about the ongoing proposal to lay off 170 Department of Mental Health caseworkers and increase costs for tens of thousands of active state employees and retirees, Lynch said. "As the House and Senate begin their FY26 budget debates, the Massachusetts AFL-CIO will continue to advocate for a budget that prioritizes care, not cuts."

Cape Lawmakers Respond

State Sen. Dylan Fernandes, D-Falmouth, said he's grateful to Healey for working to keep the Pocasset center open.

"We spoke out and rallied against the Department of Mental Health's decision to close the in-patient center and we are incredibly fortunate to have a governor who listens and deeply cares about the closure's impact on our geographically isolated region and to people struggling with lack of access to care," said Fernandes.

State Rep. Steven Xiarhos, R-Barnstable, said Healey's decision to reverse the closure of the two mental health facilities marks a significant victory for mental health care access throughout the region.

"This victory belongs to all of us — the community members, advocates, elected officials, and frontline workers who fought to protect these essential services," said Xiarhos. "Mental health care is not optional — it's a critical need. The Governor's decision to pause these closures is a step in the right direction, but we must remain vigilant to ensure that these services remain available for those who need them."

Fernandes agreed that the fight toward access to mental health care on Cape and the South Shore isn't over.

"I want to thank everyone who stood alongside us — especially the Pocasset mental health workers and patients who understand what these beds mean to our district more than anyone," said Fernandes.

The Barnstable County Board of Regional Commissioners and the Assembly of Delegates applauded Healey's decision as well on Tuesday. "It is heartening to know that we have a Governor who listens, and we appreciate that," said Sheila Lyons, Chair of the Board of Regional Commissioners.

"The Assembly of Delegates is proud to have provided a regional forum where residents from all 15 towns could voice their concerns about this deeply important issue," said Assembly of Delegates Speaker Randi Potash. ■

Registered Nurses of Dana-Farber Brigham Cancer Center – Foxborough Vote Overwhelmingly to Join the Massachusetts Nurses Association and Unite to Improve Conditions for Patients and Caregivers

The approximately 27 registered nurses of Dana-Farber Brigham Cancer Center – Foxborough have voted overwhelmingly to form a union and join the Massachusetts Nurses Association, empowering them to work together to improve patient care conditions and advocate for the professional respect and support they deserve.

The DFCI Brigham Cancer Center – Foxborough nurses will be represented by the MNA following an election overseen by the National Labor Relations Board. DFCI Brigham Cancer Center – Foxborough is part of the Dana-Farber Cancer Institute, which is headquartered in Boston. The MNA represents approximately 800 nurses at the main hospital and approximately 36 nurses at DFCI – Merrimack Valley. These sites have separate MNA contracts, as will the Foxborough site.

The election took place on December 13. Vote counting by NLRB officials was observed in person at the DFCI Brigham Cancer Center – Foxborough nurses and representatives of DFCI. Nurses voted 96 % to join the MNA.

The successful election builds on other recent organizing victories by MNA nurses and health professionals, including at DFCI – Merrimack Valley, Framingham Union Hospital, MGB Home Care and MGB Home Hospital, Berkshire VNA, Smith College therapists, South Shore Endoscopy nurses, and Milford Regional Medical Center. The growing interest among frontline caregivers in forming unions with their colleagues has been driven by unsafe patient care and working conditions created by our profit-driven healthcare system. The common experiences of uncertainty, danger and moral injury exacerbated by the pandemic have empowered nurses and healthcare professionals to stand together and fight on behalf of their patients and each other.

"We are proud of the exceptional medical oncology and hematology care we provide patients and believe we can sustain and improve that care as union nurses," said Samantha Hill. "Together as MNA nurses we will have an equal seat at the table with Dana-Farber management to advocate for safe, high-quality experiences for our patients and a positive working environment for all of us."

"Having a legally protected voice gives us the power to negotiate improvements to our working conditions, pay and benefits that will ultimately benefit our patients' ability to access care as well," said Carleen Shanahan. "Healthcare is a rapidly changing field and nurses are in high demand – key reasons why it is important for our nurses to be able to work together with Dana-Farber to meet our needs and those of our patients." ■

Massachusetts Nurses Association

ICE at the Hospital:

Health Care Providers' Rights & Responsibilities

The Massachusetts Attorney General's office has put together an FAQ for health care providers regarding immigration enforcement (01/31/2025). Below is a summary with emphasis added by the MNA.

As a nurse or health care professional, *DO*:

- ***Do*** follow HIPAA and maintain privacy, including protected health information (PHI).
- Emergency departments ***are required*** to provide emergency screening and stabilization services without asking about immigration, citizenship, or insurance status.
- You ***may*** educate your patients about their legal rights.
- ***Do refer all ICE or other immigration enforcement services to a supervisor and the employer's legal department.***

As a nurse or health care professional, *DO NOT*:

- ***Do not*** collect or write down immigration or citizenship information for patients.

ICE may provide a variety of documents.

- These documents signed by a judge or magistrate judge ***REQUIRE*** prompt compliance from the employer:
  - Federal arrest warrant (Form AO 442)
  - Search and Seizure Warrant (Form AO 93)
- These ***DO NOT*** require health care providers to grant ICE access to non-public areas:
  - ICE Administrative Removal Warrant (Form I-200)
  - ICE Administrative Arrest Warrant (Form I-205)

Make sure your employer has done the following. If they have not, insist they do!

- **In public areas:** Require sign in for all visitors, including immigration and other law enforcement officials. Require that no sensitive information is in plain view and any necessary conversation regarding sensitive information happens in closed areas.
- **Designate a non-bargaining unit staff member** to be the authorized and responsible individual for any interactions with ICE officers and law enforcement personnel. All staff should refer ICE officers and other law enforcement personnel to this designated staff member.
- **Distribute clear procedures** to staff about what to do if an ICE official or other law enforcement officer requests access to a patient or patient care area.

To see the full FAQ, use this link:

Spread the word: We are stronger as a Union when we know our rights. To get more involved on this or other union issues, contact your MNA representatives.

Nurse and Health Professional Discount Mortgage Program

Refinancing your mortgage or buying a home? MNA members receive free mortgage advice.

MNA members may also take advantage of mortgage discounts and benefits offered to members of the Massachusetts Nurses Association through CrossCountry Mortgage.

Discounts available to MNA members:

- Free appraisal - up to $600 lender credit at closing
- Free flood certificate - up to $25 lender credit at closing
- Free legal review of your purchase and sale agreement - a $500 value
- Additional $275 off attorney fees
- 10% off owner's title insurance
- 10% off Homestead Act in Massachusetts

Benefits available to MNA members:

- Free pre-approval for your home financing
- Your family members can also participate in this program
- Dedicated team of Mortgage Specialists
- Free mortgage consultation to discuss your current situation and future goals

Call: 877.662.6623 **Email: MNA@myccmortgage.com**

Steven Bokser
Director of Mortgage Programs / Loan Officer
NMLS18935
M: 781.789.0650
D: 877.662.6623
F: 781.859.0103
homesformna.com
99 Rosewood Drive, Suite 225
Danvers, MA 01923

New website for MNA members: **homesformna.com**

CROSSCOUNTRY MORTGAGE®

TERMS & CONDITIONS: Available for first lien mortgage purchase and refinance money loans only. Offer can only be redeemed by closing a loan with the 99 Rosewood Drive Suite 225, Danvers, MA 01923 branch of CrossCountry Mortgage, LLC. Offer will be redeemed at closing in the form up to $2,000 lender credit (must be applied before any seller paid credits). Borrower cannot receive cash at closing. Approval subject to CrossCountry Mortgage, LLC, mortgage insurance, and loan purchase underwriting guidelines and property approval for loan. Available only on loans originated through completed residential mortgage loan applications received directly by CrossCountry Mortgage, LLC before 5:00 p.m. on June 30,2025 and which close on or before August 31,2025. Loan program terms and conditions are subject to change without notice. Offer must be presented with an application for a residential mortgage loan. Only one offer per loan transaction will be accepted. No cash value. Offer will be rescinded if the borrower elects to cancel the loan transaction or the conditions for sale of the loan change. CrossCountry Mortgage, LLC has the right to accept, decline, or limit the use of any discount or offer. Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. CrossCountry Mortgage, LLC is licensed in the Commonwealth of Massachusetts as Massachusetts Mortgage Lender and Mortgage Broker MC3029. CrossCountry Mortgage, LLC. NMLS3029 NMLS1401242 (www.nmlsconsumeraccess.org). 24LO_86b1wc96n

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 _____ Personal Email _____

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, 2025.

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 personal email 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

Support Our Veterans and Federal Workers

MNA President and ICU nurse Katie Murphy, Board member and longtime Mass. mental health RN Karen Coughlin, and staff joined Rep. Stephen F. Lynch at a rally to support our veterans and federal workers — particularly VA workers — amid President Trump's massive layoffs. Read the MNA's statement on the damaging actions of the administration by using this QR code.

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 personal email account within 72 hours of receipt.

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:

MNA SM Education Opportunities Spring 2025

CNE continuing nursing education

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, Monday, June 9, 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

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

Other Important Dates:

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

Convention 2025: October 15-17, 2025, Wellsworth Hotel and Conference Center, Southbridge

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 Dayana Ocasio, 781-830-5723 or Liz Chmielinski, 781-830-5719

MNA Massachusetts Nurses Association

Annual Clinical Nursing Conference

May 2, 2025

FREE for MNA members **Enrollment limited to 400!**

Four Points by Sheraton - Norwood ● 1125 Boston-Providence Turnpike ● Norwood, MA

Schedule

7 – 8 a.m. ***Registration & Continental Breakfast***

8 – 8:15 a.m. ***Welcome and Opening Remarks***

Katie Murphy, RN, MNA President

8:15 – 9:45 a.m. ***Keynote Address***

"Assaulted" by a Nurse! A Case Scenario Broken Down in 3 Parts

Janell Forget, RN, BSN, JD, CPHRM, FASHRM
and Sheryl Van Vliet RN, BSN, CPHRM

Healthcare workers continue to work in challenging times. As patient volumes increase, higher acuity levels, decreasing recourses, and violence remain continued stressors in the workplace, an urgent risk is emerging. It is generally understood that healthcare workers may exert reasonable force in self-defense, although the standard response to possible violence remains prevention. However, unfortunately, the potential for staff-on-patient assault is increasing. This session will be an interactive presentation utilizing "cell phone video" and live role-play to present a case involving an emergency department nurse striking a patient with provocation, and following the case through arrest, police interrogation and legal defense.

9:45 – 10:15 a.m. ***Break***

10:15 – 11:45 a.m. ***Choose a Concurrent Session:***

The Basics of Medical Cannabis for Healthcare Professionals

Patricia Cooney RN, BSN, MS, MEd
and Erin J. Walsh, PharmD, RPh, MS

This session will address some of the history of medical cannabis and the endocannabinoid system in the human body and its interactions with medical cannabis. Additionally, the session will address dynamics of medical cannabis routes of administration, dosing, strains, and drug-on-drug interactions. Further, the process of becoming a medical cannabis patient and caregiver in the state of Massachusetts will be discussed.

The Nurse's Role in Organ Donation

Kendra Brown, RN, CPTC
and Robin Ohkagawa, MHPE, BSN, BA, RN, CPTC

With the need for life saving organs being more critical than ever, nurses play a key role in organ donation and have the unique opportunity to care for both the dying patient and support the patient's family. This experience allows for the nurse to improve countless lives through gifts of organs, tissue and eye donations. Case studies & assessment skills required to screen for potential donors will be discussed.

Fundamentals of Workers' Compensation: Information You Need to Know

Attorney Charles Donoghue, JD
and Christine Pontus, MS, RN, COHN-S/CCM

Work-related injuries or diseases can alter a worker's life. Nurses and healthcare professionals need to know typical barriers in accessing timely Workers' Compensation-related healthcare, including current legal and union protections. The presentation will utilize case studies to focus on the essential steps individuals must take when reporting and documenting an injury to avoid greater possible negative health and economic impacts.

11:45 a.m. – 1 p.m. ***Lunch***

1 – 2:30 p.m. ***Choose a Concurrent Session:***

Update in Clinical Practice- Best Practice Recommendations

Frank J. Domino, MD

This session will include an update on current clinical practice recommendations and an analysis of recently published evidence-based medical studies.

Polypharmacy in the Care of Complex Patients

Angela S. D'Antonio, MSN, APRN, CARN-AP

In this program we will define polypharmacy, discuss implications for both patients and health care systems, and outline the deprescribing process.

Hemorrhage, Ruptures, and Codes, Oh My! Simulation Education in Obstetric Emergencies: Reflections from Massachusetts and Beyond

Matthew Medina, MSN, CNM, RNC-OB/EFM, FAWHONN

This session will provide an overview of an OB safety simulation program currently underway in Massachusetts and beyond. The successes and lessons learned since implementation will be discussed including case studies.

2:30 – 3 p.m. ***Break***

3 – 4:20 p.m. ***Closing Session***

The Sentinel Event: A Tragic Medication Error

RaDonda Vaught, BSN

In 2017 a tragic medication error forever changed RaDonda Vaught's life that resulted in a patient's death. This mistake not only cost the patient her life, but it cost RaDonda her nursing license when the Tennessee Board of Nursing revoked her license in 2021. Subsequently she was charged with two felonies-Negligent homicide and Abuse of an impaired adult in March of 2022. This tragic event became a pivotal moment for her, and she is driven to ensure that nurses learn from her experience. RaDonda has made it her mission to educate nurses on the importance of not only understanding the emotional toll of what a mistake can cost but also the legal consequences. Her hope is to help nurses understand how important communication is in healthcare, not just between nursing staff themselves but also with the authority figures in nursing.

4 – 4:15 p.m. ***Evaluations and Closing Remarks***

As an MNA member, you are invited to attend the

Annual Clinical Nursing Conference

FREE

This full-day clinical program is designed to update registered nurses on a variety of current clinical topics and relevant issues pertinent to today's nursing practice.

Program Cancellation

MNA reserves the right to change speakers or cancel programs for extenuating circumstances.

Disability Help

Contact Liz Chmielinski at 781-830-5719 with questions about special needs accessibility.

Chemical Sensitivity

Attendees are requested to avoid wearing scented and fragranced personal products when attending the Annual MNA Clinical Nursing Conference. Scents may trigger responses in those with chemical sensitivity.

1125 Boston-Providence Turnpike (Route 1)
Norwood, Massachusetts 02062

Parking

Free parking is available at the hotel.

Hotel Information

The MNA has secured several single and double rooms at the Four Points by Sheraton - Norwood. For reservations call 781-769-7900 and request the MNA rate.

Contact Hours

Continuing nursing education contact hours will be provided.

To successfully complete a program and receive contact hours, you must: 1) sign in, 2) be present for the entire time period of the sessions, and 3) complete and submit the evaluation.

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

The Massachusetts Nurses Association is a private, non-profit professional membership organization for nurses in the Commonwealth. MNA encourages and appreciates the benefits of the diverse perspectives of our members in our events, programs, and educational offerings. Nonetheless, MNA reserves the right, at its sole discretion, to restrict, or to exclude the participation of any member(s) or guest(s) from any event, program, or educational offering when MNA reasonably believes that there is an actual or potential conflict of interest or other relevant factor that may adversely affect the full and fair participation of other members or guests in attendance.

Please register to attend the All-Day 2025 MNA Clinical Conference to be held on May 2, 2025 at the Four Points Sheraton, Norwood

Registration:

Members register by signing in to the MNA App/events section or sign in to the MNA website (follow QR code), and click the Events button.

See opposite page for full agenda.