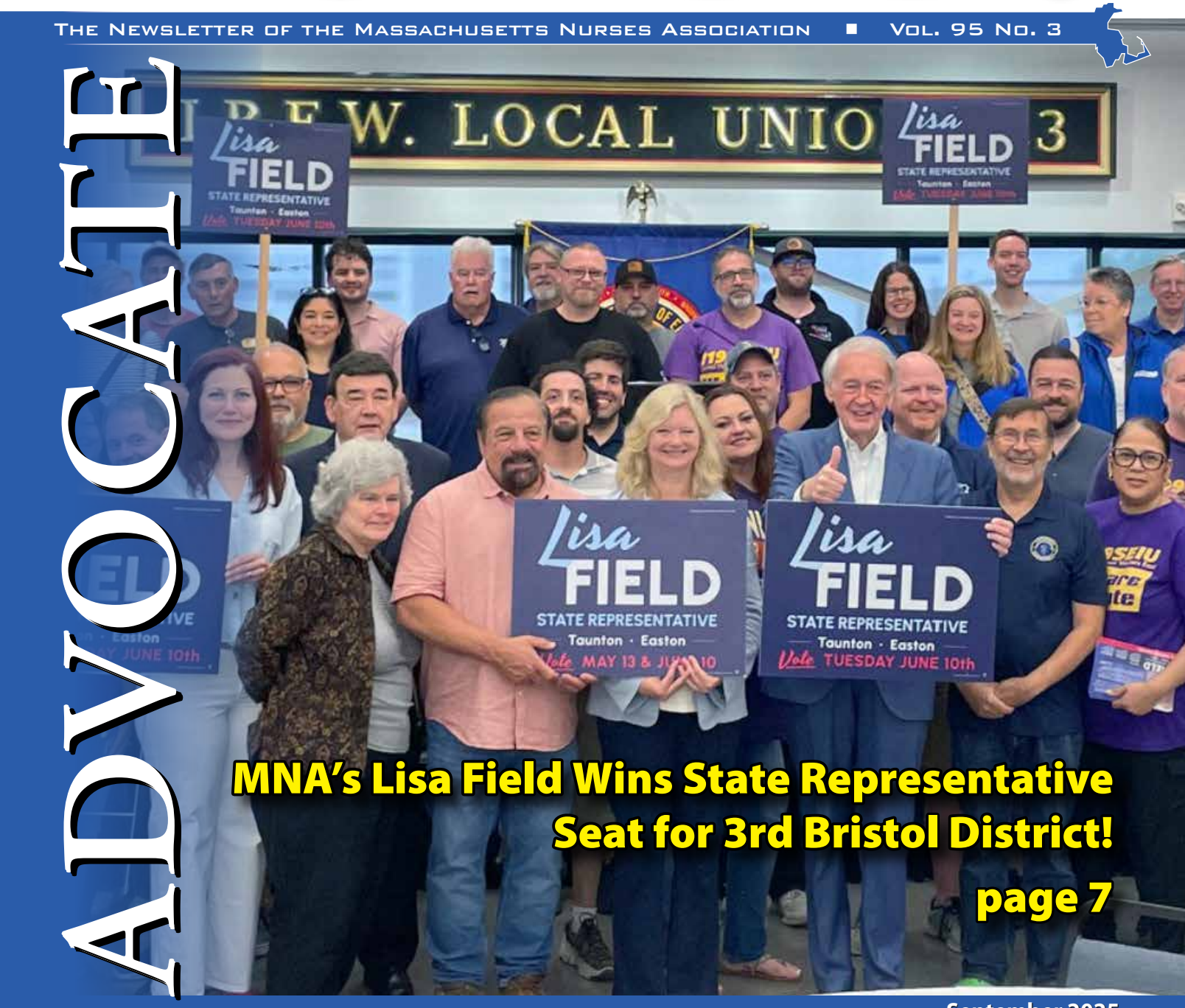
the Massachusetts nurse ADVOCATE

THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION ■ VOL. 95 NO. 3



MNA's Lisa Field Wins State Representative Seat for 3rd Bristol District!

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September 2025

MNA Massachusetts Nurses Association

Look for us on Facebook & Twitter

On the web: massnurses.org

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
Cannabis Use and the Importance of Disclosure and Risk Assessment: Nursing Considerations
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.

President's Column

Katie Murphy

So, is political activism part of being a union member? YES!

When and how should we meet with lawmakers to discuss our issues? The answer: often, in face-to-face meetings; in virtual meetings; at pickets and events; and even on the campaign trail.

So much in our personal and professional lives is regulated — from speed limits to the laws governing our nursing practice. These rules are created by elected representatives, and that's where you come in (pg. 6).

Hospital management communicates regularly with elected officials. If we didn't do the same, lawmakers would hear only their side. Management may have more available time to speak with legislators. Still, we have greater numbers — and both our legislative division and PAC Board use those numbers as a powerful tool to help move along the MNA's goals and initiatives (pg. 8).

Our input is critical for both our practice and our democracy. Think of labor's impact: the 40-hour week and the eight-hour day. When we win better pay, area employers must raise wages to compete, benefiting even non-union workers. Similarly, numerous studies show that union membership helps reduce income inequality overall.

Having a voice in our working conditions is central to unions, but political activism is equally important. Across the state, issues arise that affect us — potential strikes, restricted access for visiting healthcare providers, or hospitals threatened with closure. In each case, we use our power, activism, and relationships with elected leaders to protect services and access.

Not every effort succeeds, but many do — preventing closures, avoiding strikes, or hastening settlements. All of it helps our patients and our communities.

So, is political activism part of being a union member? YES! The MNA offers many ways to get involved — from making calls, walking a picket line, and attending legislative hearings to serving on the PAC. Your involvement is essential to the health of your union.

As nurses and healthcare professionals, we are among the most trusted voices. Let's use that to make a better world.

In Solidarity,

Katie Murphy RN

MNA President Katie Murphy, Senator Ed Markey, State Rep. Lisa Field, and former MNA President Donna Kelly-Williams working together during Rep. Field's recent campaign.

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the Massachusetts nurse ADVOCATE ISSN 0163-784: USPS 326-050

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Region 3: vacant, 2022-2025;
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Region 4: Elizabeth Mulholland, 2023-2026;
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Region 5: vacant, 2023-2026; Dan Rec, 2022-2025

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Published quarterly by the Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021. Periodical postage paid at Canton, MA and additional mailing offices.

Postmaster: Send address corrections to Massachusetts Nurse, Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.

Your Regional Council: A Valuable Resource for MNA Members

By P. Karen Duffy, RN, BSN, and Vice-Chair of MNA Region 3

If you've never heard of a Regional Council, now is a good time to learn what they can offer. These Councils are a vital part of the Massachusetts Nurses Association, giving members and leaders across a region a place to collaborate, share ideas, and support each other. Meetings are held monthly or bimonthly, and all members are welcome and encouraged to attend.

There are five Regional Councils, organized geographically by the MNA Board of Directors:

- **Region 1:** Western Mass.
- **Region 2:** Central Mass.
- **Region 3:** Southeastern Mass., the South Coast, and the Cape and Islands
- **Region 4:** North of Boston and the North Shore
- **Region 5:** Boston and Greater Boston

Each Regional Council's governing body includes: a bargaining unit chair or designee from each facility; one Unit 7 representative; two MNA Board members; and four at-large, elected positions consisting of general members, labor members, and collective bargaining unit members.

A small portion of your MNA dues — $30 a year, less than $3 per month — supports regional offices, staff, and programs, helping fund education, organizing tools, and networking opportunities.

Regional Councils offer a regular forum for nurses to share experiences, discuss challenges, and stay informed. It's a space to learn from other facilities' strategies and connect directly with MNA leadership, as Council meetings often include MNA Board members and occasionally the MNA President.

Councils are also active in advocacy. They receive legislative updates from the MNA's Division of Legislation and Political Action and help distribute materials to bargaining units.

MNA Massachusetts Nurses Association
REGION 1

MNA SM
REGION 2

MNA SM
REGION FOUR

MNA Massachusetts Nurses Association
REGION 3

MNA Massachusetts Nurses Association
Regional Council 5
Greater Boston
www.massnurses.org/region5

Annually, they work with the MNA Nursing Division to select continuing education (CE) programs tailored to their Region.

They also play a strong role in broader union solidarity, supporting job actions, pickets, and strikes, and engaging in campaign activities for political candidates who align with MNA priorities like patient safety, affordable care, and maternity care access.

Leadership development is another focus. Councils encourage new voices, with experienced members offering mentorship. In Region 3, several recent Council members have gone on to serve on the MNA Board.

Each Region also contributes to its community:

- **Region 1** supports local groups and labor events.
- **Region 2** joins the Central Mass AFL-CIO holiday toy and food drive.
- **Region 3** holds spring and fall drives for organizations serving survivors of domestic and sexual violence.
- **Region 4** donates backpacks with school supplies to underserved schools.
- **Region 5** supports the Greater Boston Food Bank and local diaper, food, and winter coat drives.

Four times a year, all five Councils meet with the MNA President at a Regional Collaborative meeting. These gatherings ensure communication and alignment on statewide priorities. A recent bylaw change now allows Regions to pool funds to support shared initiatives and services.

If your bargaining unit isn't participating in Council meetings, your facility could be missing out on valuable resources and connections. Any member can attend, contribute, and bring ideas back to their workplace.

To find your Region:

Visit massnurses.org and click "Regions" at the top right, or call the MNA Membership Division at 800-992-2056.

Council Meeting Schedules:

- **Region 1:** Second Thursday of each month
- **Region 2:** First Tuesday of each month
- **Region 3:** Fourth Tuesday of each month (10 meetings/year)
- **Region 4:** Second Thursday of each month (10 meetings/year)
- **Region 5:** Second Tuesday of odd-numbered months (6 meetings/year)

Meetings are held in person, virtually, or in a hybrid format. If attending in person, please notify the office manager ahead of time; a light supper is provided.

Regional Office Contacts:

- **Region 1:** Jasmine Rodriguez · 413-584-4607 · region1@mnarn.org
- **Region 2:** Heidi Lahey · 508-756-5800 · region2@mnarn.org
- **Region 3:** Pat Conway · 508-888-5774 · region3@mnarn.org
- **Region 4:** Gayle Chandler · 781-584-8012 · region4@mnarn.org
- **Region 5:** 781-821-8255 · region5@mnarn.org ■

New Three-Year Contract for Morton Hospitals MNAers

Morton RNs and healthcare professionals ratified a three-year contract in June. The agreement includes several improvements, including:

- 8.5—12.5% wage increases over the three years, including a new top step for all wage scales.
- A change in the definition of full-time eligibility for health insurance to 32 hours a week for the life of the contract (down from 35 hours, which had negatively impacted several members after the purchase by Brown University Health).
- Improved RN staffing in the ED overnight, plus language, ensuring 24/7 triage RN coverage and Charge RN without assignment.
- A new sick-time cash-out program.
- Improved language on vacation requests, including single days off.

What is the MNA's Political Action Committee All About?

By Megan Collins, Associate Director of Legislation and Government Affairs

The Massachusetts Nurses PAC is the political action committee for the Massachusetts Nurses Association (MNA). Governed by a Board with representation from across the Commonwealth, it acts on behalf of MNA members to endorse and help elect candidates who support key issues important to the union, including:

- Patient safety
- Workplace safety
- Labor/union issues
- Other MNA legislative agenda items are identified each legislative cycle

The PAC also mobilizes MNA members to take political action, helping nurses and healthcare professionals have a stronger voice in shaping public policy that affects their profession and patients.

Why does the MNA need a PAC?

"Nurses should care deeply about politics," said PAC Board member Mary Havlicek-Cornacchia, RN. "We are the ones who need to educate our legislators."

Mary Havlicek-Cornacchia, RN

Decisions are made daily at the local, state, and federal levels that affect healthcare, nurses' scope of practice, reimbursement rates, collective bargaining rights, and other issues impacting nurses and patients. The PAC ensures the MNA is engaged in the political and electoral process that determines who makes these decisions.

"I like being part of the change," said PAC Board member Karen Duffy, RN. "Supporting the right candidate will create change … change for the betterment of nursing, and the healthcare community starts with the PAC."

Who is on the Mass Nurses PAC?

Any voting member in good standing may run for a PAC Board seat (page 8). Members serve two-year terms, elected or appointed. Elected seats are filled at the annual PAC business meeting during the MNA Convention, which this year will be held Friday, October 17 at 8:30 a.m. (see back cover for full details on the 2025 Annual Convention).

Appointed seats are filled by the MNA president and one representative from each of the five Regional Councils.

How does the PAC decide who to endorse?

The PAC Board uses a rigorous evaluation process to determine endorsements.

Candidates seeking the MNA's endorsement must first complete a written questionnaire addressing current policy issues important to members, such as safe patient limits, workplace violence, hospital financial transparency, and support for unionizing and collective bargaining. This step both familiarizes candidates with MNA concerns and clarifies their positions.

Karen Duffy, RN

Based on questionnaire responses, the PAC decides whether to invite candidates to the interview stage. The PAC Board conducts interviews as a two-way conversation: candidates can ask questions, and the PAC asks about their campaign plans, fundraising, and voter outreach strategies. This ensures the PAC assesses both a candidate's positions and campaign viability.

After interviews, the Board discusses the strengths of each candidate and campaign before deciding whether to endorse. In some races, several candidates are interviewed for the same seat; in others, only one candidate reaches the interview phase.

An MNA endorsement is highly valued because it represents the backing of nursing, the most trusted profession. The PAC Board takes seriously its responsibility to maintain that high standard.

"Our rigorous questionnaire and interviewing process gives me a great opportunity to be 'in the room and at the table' discussing our issues with those who make the law in Massachusetts," said PAC Board member Patty Healey, RN. "We are in the habit of asking very tough questions and expecting honest answers." ■

Note of Interest:

The MNA's PAC raises and spends money separately from MNA member dues.

MNA's Lisa Field Wins State Representative Seat for 3rd Bristol District!

In a hard-fought special election race, Lisa Field — a longtime labor advocate and a seasoned community organizer with the Massachusetts Nurses Association (MNA) — was sworn in on July 16 as the new State Representative for the 3rd Bristol District, representing Taunton and Easton. Field secured the seat by 21 votes, underscoring the impact of grassroots organizing and community engagement.

Her campaign drew strong support from the MNA, other labor unions, community allies, and elected leaders, including MNA President Katie Murphy and U.S. Senator Edward Markey. In the days leading up to the June 10 special election, MNA and other volunteers canvassed neighborhoods, called voters, and held signs across the district. The final campaign push included a large Labor Community Walk that brought together dozens of union members in a show of solidarity.

"Because of YOU, Lisa is the representative-elect for Taunton and Easton," the MNA told supporters after the results came in. "Every single vote counted, and your dedication made all the difference. This win is yours."

Field brings more than two decades of experience fighting for working families, accessible healthcare, and environmental protections. Most recently, she served as a community organizer in the MNA's legislative division, where she worked closely with countless MNA nurses and healthcare professionals to advocate for safe staffing, workplace protections, and public health measures.

Her career in labor advocacy began long before her time at the MNA. Field has served as steward and later president of AFSCME Local 1067 at Fitchburg State University, as a staff representative for AFSCME Council 93, and as regional representative and field services director for SEIU Local 888. She also serves as president of the Labor Guild Board of Directors.

Throughout the campaign, Field emphasized the importance of electing officials who will fight for working people. Her message resonated in the district, where labor issues and healthcare access remain pressing concerns. "We need elected officials who

are ready to stand up and fight for us," she told supporters. "This campaign is about ensuring our communities have a strong voice on Beacon Hill."

The path to victory was far from certain. With an open seat on the line, the special election drew significant attention and turnout efforts from both sides. In the final stretch, the MNA and other labor groups organized door-to-door canvassing, phone banking, and a "get out the vote" blitz to reach every possible voter. On election day, countless volunteers worked on the ground to turn out supporters — efforts that ultimately secured Lisa's win.

Now sworn in, Field says she is ready to bring her advocacy to the State House. "I am honored to serve the people of Taunton and Easton," she said. "Together, we will fight for good jobs, quality healthcare, clean air, and strong public services."

While the MNA will miss her skill, expertise, and empathy, members say they are thrilled to see her step into this new role. ■

BMC – Brighton Allied Health Professionals Vote to Join the MNA

Allied health professionals at Boston Medical Center – Brighton (formerly Steward Healthcare's St. Elizabeth's Medical Center) have voted overwhelmingly to join the MNA, winning their union election by a margin of 55-2 on Tuesday, August 5.

The group of 93 professionals includes physical and occupational therapists, speech-language pathologists, social workers, dietitians, medical technologists, behavioral health counselors, and pharmacists.

Their victory follows the group's June 27 filing with the National Labor Relations Board to secure union representation and an equal voice for better patient care and working conditions.

"The union's overwhelming victory demonstrates our ability to organize and work toward common goals to improve conditions for patients and staff," said Dante Salvucci, a BMC – Brighton social worker and member of the organizing committee.

The new bargaining unit will now elect a union committee and begin negotiating their first contract, focusing on staffing levels, workload, professional respect, and other key patient safety and workplace issues identified during the campaign. ■

2025 PAC Elections

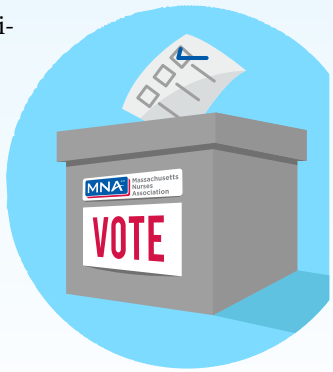
Elections to the Massachusetts Nurses PAC Board of Directors will be held at the MNA Annual Convention in October. The positions up for election this year are Chair, Treasurer, and five (5) at-large Board seats. Each of these seats is for a two-year term.

To run for a seat on the PAC, you must be an MNA member in "good standing" and fill out a consent-to-serve form before the vote on October 17 at 9:30 a.m. You do not need to be present for the vote at Convention; however, candidates that are present will be permitted time to speak in support of their candidacy.

The Massachusetts Nurses PAC is the political action committee for the Massachusetts Nurses Association. The PAC:

- Makes political endorsements on behalf of the MNA
- Helps to elect candidates who support patient safety, the nursing profession, and our legislative agenda
- Mobilizes the MNA membership to take political action
- Allows nurses and healthcare professionals to become more involved in campaigns and elections
- Helps nurses and healthcare professionals to have a stronger voice in shaping public policy that affects their profession and their patients

The PAC meets once a month (typically the third Wednesday at 5:30 p.m.). If you are interested in running for a seat on the PAC or have any questions, contact Megan Collins at mcollins@mnarn.org. ■



Mercy Medical Center RNs Vote to Ratify New Contract That Strengthens Patient Care Conditions and Preserves Hard-Fought RN Benefits

In mid-July, the MNA RNs at Mercy Medical Center overwhelmingly voted in favor of ratifying a new three-year contract with hospital owner Trinity Health. The new contract improves conditions for patients and nurses, while preserving hard-earned benefits and delivering competitive wage increases that will aid with RN recruitment and retention.

The new agreement comes after nearly 10 months of negotiations and 25 bargaining sessions during which Mercy nurses stood united against a series of proposed takeaways from Trinity, including an attempt to eliminate the hospital's longstanding 3% core retirement contribution and proposals that threatened nurses' union rights. Nurses pushed back and ultimately secured a contract that affirms their collective voice and invests in the hospital's future.

"This contract is a victory for every nurse who stood firm for safe staffing, fair wages, and the respect we deserve," said Jaime Hyatt, RN, Co-Chair of the MNA Bargaining Committee. "We protected our retirement, strengthened our wage scale, and stopped harmful proposals in their tracks. Most importantly, we secured the resources we need to care for our patients with the skill and dedication they expect from us."

Agreement Highlights

The MNA represents 385 registered nurses at Mercy Medical Center. The new agreement takes effect immediately and will run through 2028.

- Significant wage increases across the board, including a 5% raise in the first year, followed by 3.25% increases in years two and three.
- A redesigned wage scale that shortens the time it takes to reach the step from 35 years to 21 years, while increasing the number of wage steps from 15 to 18.
- Top-scale pay will rise from $61.12 to $71.49 by the end of the agreement.
- Longevity bonuses of $2,000 for nurses with 30 years of service and $3,000 for those with 35 years.
- Enhanced differentials, including increases in on-call and overnight pay to $10/hour.

"This agreement sends a clear message about the importance of Trinity Health investing in Mercy nurses and the future of our hospital," said Dee Doyle, RN, Co-Chair of the MNA Bargaining Committee. "Trinity tried to push us backward, but together we moved forward – for our profession, our patients, and our community."

Mercy nurses fought off not only cuts to retirement, but also dangerous staffing conditions. During bargaining, nurses highlighted a staggering 6,000 missed meal breaks in just 10 months due to short staffing and violations of ICU staffing laws that placed patients at risk. Nurses also called attention to the erosion of maternity care and emergency services linked to corporate cost-cutting.

"This contract is about safety, dignity, and the power of nurses to defend quality care in our communities," RN Jaime Hyatt said. ■

MNA℠ Massachusetts Nurses Association

MEMBERSHIP BENEFIT$

As an MNA member, you are entitled to receive substantial group discounts on valuable programs and services. Follow the QR code to explore a 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.

For more information, call 781-821-4625 and ask for Member Benefits.

MNA Opposes Federal Cuts to Medicare and Medicaid, Citing They Are "a Direct Attack on Patients and Caregivers"

In July, the MNA strongly denounced the significant cuts to Medicaid, Medicare, and the Affordable Care Act passed by Republicans in Congress and signed into law by President Donald Trump. These cuts represent a direct attack on patients, nurses, and the integrity of our healthcare system. Slashing funding to these foundational programs jeopardizes the lives and well-being of our most vulnerable neighbors – children, seniors, individuals with disabilities, and low-income families – who rely on public insurance to access care.

The harm will be especially acute in rural and underserved communities and at hospitals with high public-payer mixes. These facilities already operate on thin margins and serve as lifelines for entire regions. Cuts of this magnitude place them at risk of a reduction in services or even full closure. When a hospital closes, the impact ripples outward – ambulances travel farther, patients forgo preventative care and risk becoming sicker, and communities lose a vital economic engine. The result is not just a healthcare crisis but a human crisis.

The MNA's Ongoing Fight to Protect Essential Services

The MNA has a long history of fighting to preserve access to essential healthcare services. As part of that effort, we are proud to advocate for a package of legislation this session aimed at preventing closures and building a healthcare system that serves everyone, regardless of economic status, zip code, or insurance type:

- An Act Relative to the Closing of Hospital Essential Services (S. 1503): Strengthens oversight and transparency when hospitals attempt to eliminate services or close entirely. Requires meaningful public notice, empowers the Attorney General to intervene, and penalizes hospitals that abandon essential services.
- An Act Assessing Healthcare Access (S. 1610): Initiates a comprehensive statewide study to map where healthcare resources fall short, including the impact of past closures and the growing mismatch between need and availability.
- An Act Preserving Access to Hospital Services (S. 1574): Establishes a mechanism for the state to step in and temporarily operate hospitals or clinics at risk of closure, ensuring communities are not left without care due to corporate mismanagement or profit-driven decisions.

These bills are a direct response to the waves of closures and service reductions MNA nurses and healthcare professionals have experienced in recent decades. Massachusetts law must meet this moment of crisis for patients and their caregivers. Access to essential services has declined across the Commonwealth because our healthcare system follows a corporate, profit-driven Wall Street model, and our state has limited powers to ensure patients can receive necessary care. As these devastating federal cuts take hold, our state leaders need to ensure that mothers and babies, people suffering from mental health or substance use issues, and all our most vulnerable residents can access the care they need.

Impacts on Collective Bargaining and Frontline Care

These federal cuts will not just affect hospital bottom lines; they will undoubtedly be used as justification to attack staffing levels, critical investments in the nursing workforce, and collective bargaining rights.

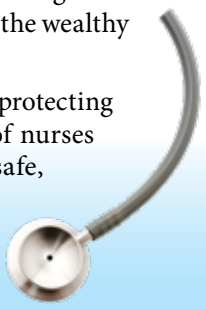
Patient-care quality and the safety of patients and staff cannot suffer due to these cuts. MNA nurses and healthcare professionals are on the front lines every day, delivering care in highly challenging environments. Hospital administrators must not balance budgets on the backs of staff while preserving inflated executive salaries or pursuing expansion projects that do not serve the community's immediate needs.

What We Are Fighting For

This unprecedented assault on our healthcare system requires bold, united action. The MNA is calling for:

- The passage of essential services legislation to assess healthcare access statewide and enact additional oversight and transparency related to hospital closures, including a mechanism for the state to temporarily keep hospitals open.
- Massachusetts state officials should provide stopgap funding as needed to prevent closures and protect access to care, especially in high-risk communities and facilities serving a large public-payer base.
- Hospital systems should prioritize frontline staff and patient safety over profits, executive compensation, or expensive expansion projects. Supporting nurses and healthcare professionals is the only way to ensure high-quality care.
- All of us -- nurses, patients, families, and voters -- to fight for federal leaders who will defend Medicare, Medicaid, and our right to care. We must elect people who believe that healthcare is a human right, not a budget line to be slashed in service of tax breaks for the wealthy and corporations.

The MNA will continue to lead the charge in protecting patient-care access; defending the ability of nurses and healthcare professionals to provide safe, high-quality care; and ensuring that no community is left behind. ■



CCHC Nurses Flex Their Union Muscles!

The RNs at Cape Cod Hospital and Falmouth Hospital overwhelmingly voted in July to authorize a three-day strike. The mail-in ballot vote, held during the first two weeks of the month, followed massively attended informational pickets on July 15, where more than 500 nurses and community supporters lined the sidewalks outside both hospitals in a strong show of solidarity. The strike authorization came as nurses, in contract negotiations since October 2024, sought fair wages, affordable health insurance, and stronger workplace violence protections.

Proposed Amendments to the MNA Bylaws

MNA Annual Meeting - October 16, 2025

The MNA Bylaws Committee present the following Bylaw amendments for consideration for adoption at MNAs Convention October 16, 2025. Members should review these prior to the discussion and voting, which are scheduled to take place during the Annual Business Meeting at Convention on October 16, 2025 at the Wellsworth Hotel and Conference Center, Southbridge, MA.

Please note that language in ~~**red bolded print with strikethrough**~~ is for **deletion** and language in **blue bolded print with underlining** is for **addition**.

PROPOSED AMENDMENTS NO. 1.

CURRENT LANGUAGE	PROPOSED LANGUAGE	IMPACT STATEMENT
ARTICLE III, Regional Councils Section 5, Governance a. The governing body within each region will consist of: (1) A Chairperson, or designee, for each MNA bargaining unit. (2) One Unit 7 representative on each regional council, to be appointed by the Unit 7 Executive Board. (3) Two MNA Board members from each region who are also Collective Bargaining Unit members. These MNA Board members will also hold respective Regional Council Board seats. (4) Four at-large elected positions. General members, labor members, and Collective Bargaining Unit members are eligible to run for these at-large positions. At-large members serve a three year term or until their successors are elected. b. Two At-large members shall be elected by the Regional Council's membership in MNA's general election, during each year where elections take place in MNA's general election cycle. Two at-large members shall be elected in the even years for three-year terms and two at-large members shall be elected in the odd years for three-year terms.	Article III, Regional Councils Section 5, Governance b. ~~Two At-large members shall be elected by the Regional Council's membership in MNA's general election, during each year where elections take place in MNA's general election cycle. Two at-large members shall be elected in the even years for three-year terms and two at-large members shall be elected in the odd years for three-year terms.~~ **The four at-large members shall be elected by the Regional Council's membership in MNA's general elections; two members elected in year one; two members elected in year two; and, no election in year three of the three-year cycle.**	**Impact Statement:** If adopted this amendment will clarify the election timeline of the four at-large members by removing reference to odd- and even-years, which have no bearing on the election timeline. **Proposed by** the MNA Region Three Council **The MNA Bylaws Committee RECOMMENDS ADOPTION** (3 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (20 in favor; 0 opposed)

PROPOSED AMENDMENTS NO. 2.		
CURRENT LANGUAGE	**PROPOSED LANGUAGE**	**IMPACT STATEMENT**
ARTICLE III, Regional Councils Section 5, Governance e. Each member shall be assigned to the Regional Council in which the member resides within the state, or, in the case of an out-of-state resident, to a Regional Council in which the member works, unless the member petitions the MNA membership department to be assigned to another Regional Council. MNA shall develop a policy for hearing such petitions; such policy shall balance the integrity of the regional system with the legitimate needs of such petitioners.	ARTICLE III, Regional Councils Section 5, Governance e. Each member shall be assigned to the Regional Council in which the member resides within the state, or, in the case of an out-of-state resident, to a Regional Council in which the member works, unless the member petitions the MNA Membership Department to be assigned to another Regional Council, **in accordance with the MNA Policy for hearing such petitions. The Director of Membership shall approve or deny the request in writing to the member within fifteen (15) days of receipt of the request from the member.** ~~**MNA shall develop a policy for hearing such petitions; such policy shall balance the integrity of the regional system with the legitimate needs of such petitioners.**~~	**Impact Statement:** If adopted, this language will remove an outdated reference to a mandate that the MNA Board adopt a policy for hearing petitions on member requests for a change in Regional Council assignment. The Board has adopted the Policy required in the outdated language. The provision will also require a response to the member within fifteen (15) days. **Proposed by** the MNA Region Three Council **The MNA Bylaws Committee RECOMMENDS ADOPTION** (3 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (20 in favor; 0 opposed)

PROPOSED AMENDMENTS NO. 3.		
CURRENT LANGUAGE	**PROPOSED LANGUAGE**	**IMPACT STATEMENT**
ARTICLE III, Regional Councils Section 5, Governance New Section g. No Current Language.	ARTICLE III, Regional Councils Section 5, Governance **g. In the event a Regional Council is without a member(s) willing or able to serve in officer positions, a Regional Director that represents that Region on the MNA Board of Director shall fulfill the duties of the Regional Council officer position(s) until such vacancy is filled. If there is a vacancy of the Board of Directors Regional Director, the Board of Directors shall fill the vacancy for the unexpired term by appointment.**	**Impact Statement:** If adopted, this language would provide for interim coverage in the event of a Regional Council Officer vacancy or a Board of Directors Regional Director vacancy. **Proposed by** the MNA Region Three Council **The MNA Bylaws Committee RECOMMENDS ADOPTION** (3 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (20 in favor; 0 opposed)

PROPOSED AMENDMENTS NO. 4.		
CURRENT LANGUAGE	**PROPOSED LANGUAGE**	**IMPACT STATEMENT**
ARTICLE III, Regional Councils Section 5, Governance New Section h. No Current Language.	ARTICLE III, Regional Councils Section 5, Governance New Section h. **The Regional Council shall hold at least six (6) meetings a year, either in person or virtually, at such time and place as shall be determined by the Regional Council officers.**	**Impact Statement:** If adopted, this amendment would establish a minimum number of meetings (six) that Regional Councils meet each year. **Proposed by** the MNA Region Three Council **The MNA Bylaws Committee RECOMMENDS ADOPTION** (3 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (20 in favor; 0 opposed)

PROPOSED AMENDMENTS NO. 5.		
CURRENT LANGUAGE	**PROPOSED LANGUAGE**	**IMPACT STATEMENT**
Article VI, Standing Committees Section 2a. Section 2: Composition a. The Finance Committee shall consist of five members of the Board of Directors, four of whom shall be from the Collective Bargaining Unit positions, one of whom shall be the Treasurer, who shall act as chair, and five MNA members-at-large, three of whom shall be from the Collective Bargaining Units. Members shall be appointed by the president with the approval of the Board of Directors.	Article VI, Standing Committees Section 2a. Section 2: Composition a. The Finance Committee shall consist of five members of the Board of Directors, four of whom shall be from the Collective Bargaining Unit positions, one of whom shall be the Treasurer, who shall act as chair**; each of the Regional Council Treasurers;** and, five MNA members-at-large, three of whom shall be from the Collective Bargaining Units. ~~Members~~ **The five members of the Board of Directors and the five members-at-large** shall be appointed by the President with the approval of the Board of Directors.	**Impact Statement:** If adopted, this language would add Regional Council Treasurers to the MNA Finance Committee. **Proposed by** the MNA Region Three Council **The MNA Bylaws Committee RECOMMENDS ADOPTION** (3 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (11 in favor; 8 opposed)

PROPOSED AMENDMENTS NO. 6.		
CURRENT LANGUAGE	**PROPOSED LANGUAGE**	**IMPACT STATEMENT**
Article XVII, Official Publication THE MASSACHUSETTS NURSE shall be the official bulletin of the MNA. Notices shall be published as required by these Bylaws and such publication shall constitute official notice.	Article XVII, Official Publication ~~THE MASSACHUSETTS NURSE~~ THE MNA ADVOCATE shall be the official bulletin of the MNA. Notices shall be published as required by these Bylaws and such publication shall constitute official notice.	**Impact Statement:** If adopted, this amendment would change the name of the official publication to THE MNA ADVOCATE to be more inclusive of all MNA member nurses and health care professionals. **Proposed by** the MNA Board of Directors **The MNA Bylaws Committee RECOMMENDS ADOPTION** (2 in favor; 0 opposed) **The MNA Board of Directors RECOMMENDS ADOPTION** (20 in favor; 0 opposed)

Massachusetts Nurses Association 2025 General Election Ballot

Update: MNA Board Elections

The current MNA General Election now has no contested races. As a result, there is no need to mail ballots to the General MNA membership. Per Bylaw, the secretary will cast a single ballot to adopt the uncontested ballot.

For questions, please contact mnaelections@mnarn.org.

General Election - UNCONTESTED CORRECTED

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

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

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

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

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

Nominations Committee **(vote for 5 for 3 years; 1 per Region)**
Region One:
Region Two:
Region Three:
Region Four:
Region Five:

Bylaws Committee **(vote for 5 for 3 years; 1 per Region)**
Mary Ellen Castagno

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

**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.*

Shift Happens:

A Discussion Hub for Early-Career RNs

We recognize how challenging starting a new career in nursing can be. There are resources available to help!

You are invited to join our monthly virtual meetings of ***Shift Happens: A Discussion Hub for Early-Career RNs***.

Our first meeting will be held in **September 30, 2025, 6:30-7:30 p.m.**

To be included, please sign up using the URL provided in the post or use the QR code below. An invitation to the September 30 *Shift Happens* discussion will be sent to the email address you provide during sign-up.

The MNA℠ Traveler

in collaboration with Collette

The world is a book, and those who do not travel read only one page.

Prioritize your well-being and escape on an MNA Tour of Europe in 2026!

Discover Tuscany and the Italian Riviera - May 22 – 30, 2026. 9 Day Tour, Priced at $4,649* pp Double Occupancy

Countryside of the Emerald Isle – September 6 – 16, 2026, 11 Day Tour, Priced at $5,949*pp Double Occupancy

London and Paris Holiday – December 2 – 10, 2026, 9 Day Tour, Priced at $4,649* pp Double Occupancy

Details on 2026 and early 2027 trips now available! Use the QR code for full details, or email cmallia@mnarn.org.

Massachusetts Nurses Association

ICE at the Hospital:

Healthcare Providers' Rights & Responsibilities

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

As a nurse or healthcare 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 healthcare professional, *DO NOT*:

- ***Do not*** collect or write down immigration or citizenship information for patients.
- As a fellow employee, you ***do not*** need to assist with immigration enforcement if questions arise about another employee.

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 healthcare 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.

In addition to the above guidance from the Attorney General's office, the MNA ***strongly encourages*** members to call or text the **LUCE Defense Hotline: 617-370-5023** with sightings or suspected sightings of ICE, DHS, FBI, or other federal agents.

LUCE is the Immigrant Justice Network of Massachusetts and is collecting and verifying ICE sightings and coordinating responses and support for effected individuals.

To see the full FAQ, use this link:

MNA SM Education Opportunities Fall 2025

LABOR SCHOOL

Bargaining Basics

Description: Recognize basic strategies commonly utilized during the negotiation process. Review behaviors that are or are not acceptable at the bargaining table.

Date: 10/9/2025

Time: 6 – 8 p.m., Live Virtual via Teams

Grievance Handling Basics 101

Description: Learn how to identify the various types of grievances. Become familiar with the basic steps of filing and processing grievances with members. *See date options in grid below.*

Grievance Handling Basics 102

Description: Explore investigative strategies and gain knowledge of the components necessary to develop an information request. Learn how to handle grievances in a strategic manner that empowers and energizes the membership. *See date options in grid below.*

***Note:* It is recommended that 101 be taken before 102; classes do not need to be taken in the same two-day pairing, they can be mixed/matched.**

Grievance Handling 101 10/21/2025	**Grievance Handling 102 10/22/2025**	**Time: 6 – 8 p.m. Live Virtual via Teams**
Grievance Handling 101 11/18/2025	**Grievance Handling 102 11/19/2025**	**Time: 6 – 8 p.m. Live Virtual via Teams**

Registration & Questions

Members register by signing in to the MNA App/events section or sign in to the website mna.yourassociation.org, and click the CE Programs/Events button. For questions or for non-member attendance by contacting Dayana Ocasio at docasio@mnarn.org.

CONVENTION 2025

MNA Massachusetts Nurses Association

October 15-17

Wellsworth Hotel

Southbridge, MA

SCHEDULE

Wednesday, October 15

3 – 6 p.m.	Event and Hotel Check-In
5 – 6 p.m.	Awards Dinner Reception
6 – 9 p.m.	Awards Dinner

Thursday, October 16

9 – 10 a.m.	Program Registration, Breakfast, Vendors, and MNA Merchandise
10 a.m. – 12 p.m.	Business Meeting
12:15 – 1:30 p.m.	Lunch
1:30 – 2:30 p.m.	*Healthcare on the Line: Understanding Legislative Shifts in Medicaid, Medicare & Healthcare Policy* - MNA Legislation Division
2:30 – 3 p.m.	Break - Vendors, MNA Merchandise
3 – 4:15 p.m.	Labor Presentation
4:15 – 5:30 p.m.	Bargaining Unit Reports
5:30 – 7:30 p.m.	President's Reception
7 - 10 p.m.	Member Fun Night - DJ & Photo Booth, Dessert Buffet

Friday, October 17

8:30 – 9:30 a.m.	Breakfast & Registration
8:30 – 10:30 a.m.	PAC Meeting
9:30 – 10:30 a.m.	Unit 7 Meeting
10:30 – 10:50 a.m.	Coffee Break
10:50 a.m.-12:15 p.m.	*License-Saving Hacks Every Nurse Should Know* - Nursing Health & Safety Division
12:15 – 1:15 p.m.	Lunch Buffet
1:15 – 2:15 p.m.	*When the Perception of Being a Fraud Impacts Your Well-Being: The Effect of Imposter Syndrome and Role Uncertainty on Career Advancement* - Angélica S. Gutiérrez, Ph.D.
2:15 – 2:30 p.m.	Closing Remarks from the MNA President

FORMULA AND DIAPER DRIVE

The MNA is collecting diapers and formula on behalf of Project Right. Please bring donations of baby formula of any kind as well as packages of any size diapers to the MNA Convention.

THANK YOU!

CONVENTION 2025

MNA℠ Massachusetts Nurses Association

October 15-17 **Wellsworth Hotel**

Southbridge, MA

We look forward to seeing you here!

REGISTRATION:

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.

INFORMATION:

Chemical Sensitivity

Attendees are requested to avoid wearing scented personal products when attending the 2025 MNA Convention. Scents may trigger responses in those with chemical sensitivity.

Contact Hours

Contact hours will be provided for the educational sessions on the Friday of the conference. These programs meet the requirements of the Massachusetts Board of Registration in Nursing for contact hours for re-licensure. In terms of specialty certification, these programs will provide contact hours. 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.

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.

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

Hotel Accommodations at Wellsworth Hotel and Conference Center

A group rate of $159 per night, plus tax is available until September 15, 2025. Book online directly by following the QR code or http://reservations.travelclick.com/13066?groupID=4600793. For questions regarding hotel reservations, please contact the Division of Nursing at 781-830-5719 or 781-830-5723.

See other side for more information →