



## Council Members



Joan Ballantyne, Norwood Hospital  
Chair (2016-2018)



Barbara Tiller, Tufts Medical Center  
Vice Chair (2016-2018)



Kathy Reardon, Norwood Hospital  
Secretary (2017-2018)



Dan Rec, B&W Faulkner Hospital  
Treasurer (2015-2017)



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



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

vacant

At-Large (2016-2018)  
VACANT

vacant

At-Large (2016-2018)  
VACANT



At-Large (2015-2017)  
Kirsten Ransom, St. Elizabeth's

vacant

At-Large (2015-2017)  
VACANT

Each of these R5 facilities holds an elected voting rep. at R5 council meetings:

- American Red Cross
- Boston Medical Center
- Boston VNA
- Brigham & Women's Hospital
- Brigham & Women's Faulkner Hospital
- CHA Cambridge Hospital
- CHA Everett Hospital
- CHA Somerville Hospital
- Carney Hospital
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Harvard Vanguard Medical Associates
- Medford School Nurses
- Newton Public Health
- Newton-Wellesley Hospital
- Norwood Hospital
- Quincy Medical Center Satellite
- St. Elizabeth's Medical Center
- Tufts Medical Center
- Unit 7 (state facilities) Representative

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Harriett Duggan, Office Manager  
Brian Moloney, Community Organizer

## What Nurses Really Do

For 15 straight years, nurses have topped Gallup's annual survey of the most honest and trustworthy professions. But many people don't really know what nurses do on a daily basis. The reality is that nursing today is a complex and demanding profession. Patients are sicker than ever and are admitted to hospitals with serious medical complications. The MNA's video series, "What Nurses Really Do" features nurses speaking directly to the public, telling them about the specialized patient care they provide every day. MNA will launch a series of videos over the coming months as we gear up for the 2018 ballot initiative on safe patient limits.



In the first video RNs from Cape Cod Hospital, Norwood Hospital and Brigham and Women's Faulkner Hospital talk about the complex care they provide to today's increasingly sick hospital patients. The video can be viewed on the MNA website:

<http://www.massnurses.org/legislation-and-politics/news/what-nurses-really-do>.

*Share your experience as an RN! What do you really do? Send us a video at*

<https://www.dropbox.com/request/jZ2evCo59EpGvghZ9tjX>

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# Bargaining Unit Updates



**Brigham & Women's Hospital** submitted by **Shelley Reeve** for **Trish Powers**. Over the past two months we have negotiated and reached agreements over the following issues:



\*iPhones in the NICU – following an unsuccessful trial period using Voalte phones, the NICU nurses switched over to using iPhones for calls and texting due to the large geographic area of their new unit. The iPhones worked well and the terms of the trial period were included in a final agreement.

\*Vocera phones in the ED – we negotiated a four month trial period in which Vocera phones, a hybrid phone/walkie-talkie, will be used by the NICs, charge nurses and triage nurses.

\*Work from Home Pilot Program – the hospital proposed that a small group of Clinical Documentation nurses be able to work from home one or two days/week. We successfully added the CDIC Documentation nurses to this group and will be awaiting feedback from the nurses. At the end of the trial, we intend to propose that additional nurses who meet the criteria be included in this trial.

Thanks to all the nurses from the NICU, ED, Clinical Documentation and CDIC Documentation who gave us valuable feedback and suggestions!

**Brigham & Women's Faulkner Hospital** submitted by **Kathy Glennon & Dan Rec**. We are hearing rumors that BWFH will be offering an early retirement package but are waiting for all the details. The RNs are in the process of voting for either a new pension program or keeping our current 403B option. The hospital has already changed the pension for all non-union employees. The ED remains short staffed with nurses continuing to leave this department. Multiple vacancies with too much MOT. We have asked management to look into this issue that has been happening now for over 2-3 years. Psych RNs continue to feel unsafe with violent patient attacks at the same time as having three nurses out on workers comp. The Faulkner now has another union for the nonprofessional employees. SEIU was recently voted in. Management and many nurse are still on the journey to magnet status.



**Cambridge Health Alliance** submitted by **Susan Wright Thomas**.



Cambridge is working on a one-year contract extension. Tentative agreements in some language and ratification of ongoing practices have been reached. Continuing negotiations in concert with the Somerville and Everett bargaining units focus on wages and a seniority sharing agreement. MNA staff conducted facility walk-throughs to provide information. A unit open meeting and survey took place last month to gauge membership opinion on the seniority issue. Vacant nursing management positions have been filled by the interim CNO resulting in considerable expression of concern by staff nurses about the type of "leadership" expected from these appointees. The search for a permanent CNO is ongoing and staff RNs are also concerned about accessibility to the process for bedside nurses.

**Medford School Nurses** submitted by **Allison MacGilvary**. As we prepare for the end of the year, we are finishing up our postural and Always Changing programs. Many of our offices are filled with information about sunblock, Lyme disease

and wearing bike helmets. We have one of our nurses retiring and she will be greatly missed. We all wish her a happy and healthy retirement.

**Newton Public Health** submitted by **Susan Riley**. The Newton Health Department nurses are entering negotiations this summer as our contract is about to expire. We are employed by the city but work in the schools. This old model of public health nursing has its benefits but also presents challenges. Parity with the teachers is our main focus moving forward.



**Newton-Wellesley Hospital**. Submitted by **Betty Sparks**. We now have a new CNO Kevin Whitney from MGH to go along with our CEO Dr. Jaff also from MGH. He has been very visible and receptive to the nursing committee. They are listening to our staffing concerns by instituting every weekend positions. Not quite the old Baylor format, but it does give nurse's who choose to do it an additional \$15/hr. He has also changed the staffing guidelines for the medical/surgical floors. They now call for all nurses to have no more than four patients on days and evening shifts and no more than six at night. The charge nurses on days and evenings, except on rare occasions, will not have a patient assignment. We are hiring now so that these guidelines can be implemented. Brush up your resumes and come on down to NWH! They are even having Nurse Social Gatherings at a local restaurant so they can hear our concerns in a nice relaxed atmosphere. Keep tuned to see if what they say is what they do!!



**Norwood Hospital** submitted by **Joan Ballantyne**. Norwood is in the process of getting ready for the upcoming negotiations, our contract expires in November. We have sent out a request for proposals from our bargaining unit and are awaiting the responses, bound to be some interesting and insightful reading! Our med surg floors continue to be very busy and feeling the lack of ancillary help and we continue to mourn the loss of our IV team. Norwood RNs did make the trek into Boston to support our fellow RNs at Tufts who are fighting for safe staffing conditions, the fight goes on....but we are up for it!



Norwood Hospital nurses held a food drive in all of its units. 283 pounds of non-perishable items were collected. WOW, that equates to 235 meals! The MNA printed flyers and its mobile unit picked up the boxed donations and delivered them to the Greater Boston Food Bank. Great SUCCESS!!

Contact the MNA R5 office if your bargaining unit wants MNA's help coordinating a food drive.

**Tufts Medical Center** submitted by **Mary Havlicek**. An informational picket was staged on 4/12/17 and it was a huge success. Sending so many thanks to ALL of the staff at MNA for the tremendous support and to ALL of the tradesmen and women from the Greater Boston Labor Council. Thanks to all of the MNA nurses that came from around the state to walk with us. Special thanks to the Boston Firefighters, Boston Patrolmen, and the Boston Detectives. The nurses of Tufts turned out in force and made plenty of noise! Hospital Administration definitely heard us but they are still NOT listening!! Session #25 was the day after the picket and tension was high at the table. Though we were booked for a pretty full day at the table, administration spent only 25 minutes with us. It's pretty hard to negotiate when both parties are not present and willing to talk. We have engaged a federal mediator, who has been with us for two sessions so far, and we have dates booked through May and have extended the current contract until 5/22/17. Stay tuned and get your walking shoes prepared.....



No reports were submitted by these R5 bargaining units:

- American Red Cross
- Boston Medical Center
- Boston VNA
- Carney Hospital
- Dana Farber Cancer Institute
- Dialysis Clinic, Inc.
- Harvard Vanguard Medical Associates
- St. Elizabeth's
- Somerville Hospital
- Tufts Medical Center
- Unit 7 (state facilities)
- Whidden Hospital

# MNA Convention 2017

Mark your calendars with this year's convention dates. Remember, MNA members are eligible for REIMBURSEMENT of convention expenses from his/her regional office:

- ✓ Registration fee and hotel expenses up to \$250 per member AND
- ✓ Travel reimbursement



**SAFE PATIENT LIMITS SAVE LIVES CONVENTION 2017**  
**October 12-13 Sheraton Framingham**

MNA<sup>SM</sup> Massachusetts Nurses Association



### More on the safe staffing front...

MNA president Donna Kelly-Williams asking that the Massachusetts Democratic Party include safe staffing in their new party platform at a hearing in Arlington Town Hall on 4/25/17. This hearing was one of several held around the Commonwealth which MNA members attended and advocated for the inclusion of safe staffing language for the benefit of their patients and their profession in the Mass. Democrats' newly-revised party platform which will be taken up at their convention in May.

### MNA Email—Activate Yours TODAY!

**CAN'T FIND YOUR MNA EMAIL ADDRESS AND PASSWORD?**



Just call MNA Headquarters at 800-882-2056 and press 1 for the Membership Division. Once activated, you can also have your MNA email forwarded to your personal email account for convenience!

MNA Region 5 is a member of the



This means:

- MNA Region 5 is a member of the umbrella organization for labor unions in the greater Boston area.
- MNA Region 5 has the opportunity to send delegates to GBLC monthly meetings. Our voices will be heard! Our votes will count!
- MNA Region 5 can network, access outreach opportunities and attend solidarity events.

If you would like to be considered for appointment as a delegate to the Greater Boston Labor Council, please contact:

Brian Moloney, Region 5 Community Organizer

[bmoloney@mnam.org](mailto:bmoloney@mnam.org) • 781-830-5704 TEL • 781-571-1057 CELL



**Recent GBLC Highlights:** Region 5 purchased a table at the GBLC Legislative Breakfast on April 10, 2017, at the Omni Parker House. The annual breakfast provides an opportunity to outline labor's agenda before a powerful group of lawmakers.



Massachusetts Nurses Association

Regional Council 5 Greater Boston



www.massnurses.org/region5

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Thinking of getting your MSN?

Tuition Reduction for MNA Members



For more info on tuition reduction member benefits, go to http://www.massnurses.org/nursing-resources/career-services/getting-your-msn

## Save the Dates



For more information on any of these events, contact the Region 5 office.

2017 Council Meetings (Tuesday, 6 p.m., MNA Headquarters): July 12\*CHANGED TO WEDNESDAY\*; September 19; November 21

MNA Call for Nominations-2017 Election For more info on MNA elections, go to www.massnurses.org/member-services/mna-elections Consent to Serve Forms must be postmarked by May 31, 2017

MNF Scholarships For more info and to download an application, go to www.massnurses.org/about-mna/mnf/scholarships Applications must be postmarked by June 1, 2017

MNA Labor School Workshop To register, contact the MNA R5 Office.

"Researching the Employer: Understanding Numbers and How Money is Manipulated and Hidden" MNA Headquarters, 5:30pm-7:00pm June 22, 2017



MNA Annual Convention For more info on the convention, go to http://www.massnurses.org/news-and-events/p/openItem/9968 Sheraton Framingham, MA October 12-13, 2017

## WE SALUTE NURSES THIS MONTH AND EVERY MONTH!



"THE BEST WAY TO FIND YOURSELF IS TO LOSE YOURSELF IN THE SERVICE OF OTHERS."

-MAHATMA GANDHI



Please bring non-perishable item(s) when you attend events, meetings and programs hosted by MNA Region 5.

Chemical Sensitivity: Scents may trigger responses in those with chemical sensitivities. Men and women are requested to avoid wearing scented personal products when attending MNA meetings/programs.