

what's happening

Maine Medical Center
Portland, Maine 04102

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Pay policy changing for 2nd, 3rd shifts

Does working evenings and nights leave you feeling "out of sync" with the rest of the world? Is rotating through all three shifts a stressful and inconvenient schedule? Is an hour longer on the second shift and still longer on the third shift? The answers are "yes," "yes," and "it only seems that way."

It has long been recognized by hospitals and other businesses that for a number of reasons it takes more to get people to work those hours. This recognition takes the form of a *differential*, an incremental increase in pay for working second and third shifts.

Maine Medical Center is changing its differential policy July 1, moving from a flat rate (\$.50 an hour differential for both second and third shifts) to a percentage system based on the midpoint of the employee's pay range. Evening shift employees will be paid a differential of 5% of the midpoint rate, with a minimum of \$.50, and night shift employees will receive 10% of the mid-point rate, with a minimum of \$.75.

The new policy differentiates not only among the three shifts, but also among various pay grades. Under a flat rate system, according to Compensation Manager Margaret Boulos, "a flat rate of fifty cents equals a higher percentage of pay for employees who are in the lower end of the pay structure; i.e., fifty cents is approximately 10% of pay at the lower end and only 4% at the higher end. The reality is, it takes more than a 4% differential to attract people in the higher grades to the evening and night shifts."

Many departments have second and third shift staffing, including Nursing, Housekeeping, Food Services, Engineering, Data Management, Pulmonary Medicine, Laboratory, Medical Records, Parking, Pharmacy, and Switchboard. Two-thirds of the evening employees are nursing personnel, as are three-



THE GOLDEN EAGLES Motorcycle Club did it again for MMC's Burn Unit. The Club's third annual ride to Mount Washington on June 3 attracted some 146 motorcyclists whose entry fees netted \$730. Of that the Club has donated \$630 to the Burn Unit and \$100 to the Town of Standish Rescue Unit. Head Nurse of the Burn Unit, Mary Blanco, RN, (right) was at the Club's meeting last week to accept the check and to thank the Eagles. Club officers pictured with Mrs. Blanco are (from left) secretary Max Rea, vice president Carolyn Brown, and treasurer Rita Dumont. (A/V Photo)

quarters of the night personnel.

Vice President for Nursing Judith T. Stone, RN, looks for two particular changes as a result of the policy change. "There has always been a shortage of nurses willing to work permanent nights," she says, "and there has always been unhappiness about rotating through evening and night shifts." The new rates will, she hopes, encourage more nurses to elect permanent nights, and make rotation through second and third shifts more palatable.

The need to work rotating shifts, Miss Stone says, is perhaps one of the greatest complaints professional nurses

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Rains couldn't spoil MMC's Flag Day event

The rains that fell -- sometimes softly, sometimes heavily -- on Maine Medical Center's Flag Day ceremony June 14, could not dampen the spirits of the participants and guests, nor the meaning of the occasion.

For the guests, protected by the Bramhall entrance canopy, for the speakers and the U.S. Marine Corps Color Guard who stood in the rain, and for the patients and visitors who paused to share the moment, it was a time to remember. MMC Chaplain John Simpson set the tone of the celebration in

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have. "But," she says, "in order to have high quality patient care, some rotation must exist." She explains that it is important to have a core of permanent second and third shift nurses, but at the same time, "we feel it is essential to have people on at night who have a perspective of care that incorporates what happens to patients during days. People here during times of lower staffing levels and fewer available resources need strong abilities to deal with problems and make judgements.

"The only other alternative to rotating shifts," she continues, "would be to fill the second and third shifts on the basis of seniority. Then you would have a shift composed primarily of your least experienced nurses, including many just out of school. That's not good for patient care, and it's not good for the new nurses.

"The change in the differential policy, especially the higher differential for the third shift, was made because we want to maintain quality nursing care on all shifts, and because we recognize that shift rotation is an inconvenience and a disruption of an individual's schedule, and that it carries a particular set of stresses."

There will be no immediate impact from the new policy for the evening shift. The differential for evenings is already \$.50, the minimum under the new policy, and there is presently no pay grade in the evening for which 5% would be greater than \$.50. All night shift employees will receive at least a \$.25 per hour increase under the new policy, as the new minimum of \$.75 replaces the straight \$.50 of the old policy.

An additional benefit of the new policy is that it makes MMC even more competitive in the Maine and New England markets. RNs working evenings and nights at MMC will receive differentials at or above the rate paid at other Maine hospitals and in line with those at hospitals in Boston and the balance of New England.

Open meetings for all employees have been scheduled to discuss the new differential policy:

Thursday, June 28

10:00 AM Classroom 2

10:30 PM Classroom 4

Friday, June 29

7:30 AM Classroom 4

Monday, July 2

10:00 AM Classroom 2

10:30 PM Classroom 4



U. S. MARINE CORPS Color Guard sends the Stars and Stripes aloft at MMC's Flag Day Ceremony. (A/V Photo)

FLAG, from page one

his invocation:

"For those who enter into one of the finest health care facilities in the nation and pass by thee, venerable flag, let them thank thee for your presence and what you represent.

"Some race by thee to the Emergency Room unaware of your majestic presence here to honor their right to health care no matter what station or position or class or creed they represent. Continue to protect them and those who speak for them.

"Some enter beneath thee, close to where we stand, mindful of your presence and thankful for your spirit so represented in freedom to enter and freedom to leave without reprisal or recrimination.

"Some eat their meals nearby as you wave in the breeze, enjoying your protection from foreign forces of hatred and subversion.

"Others sit on benches provided by the hospital while they wait, perhaps to ponder, reminisce, reflect, and think of your spirit of liberty and the right to pursuit of happiness.

"Then on certain occasions, when you are lowered to half mast, we stand in reverence and bow our hearts to honor the person and occasion.

"Even when you do not fly from this pole, at night or in the rain, we all trust in your spirit and the knowledge that there is liberty and justice here at

Maine Medical Center and elsewhere as long as you fly. Fly on – we pray thee."

Employee Activity Committee President Joyce Decesere presided over the flag-raising ceremony. The guest speaker was MMC President Edward C. Andrews, Jr., M.D., who reminded us of our nation's freedoms, won and protected again and again by its people, and of the special freedoms enjoyed by all of us today, all with special meanings for each of us. The three Marines of the Color Guard raised two bright new banners to the top of the pole: the United States flag and the flag of the State of Maine. The event was sponsored by the EAC which gave the flag pole to MMC in 1978 and remains responsible for its maintenance and for the provision of flags.

Nancy Houlihan, RN, Assistant Head Nurse

Nancy Houlihan, RN, has been named Assistant Head Nurse – Evenings – on P1A. Her appointment is announced by Alice R. Cirillo, RN, Director of Nursing for Medical/Psychiatric/Rehabilitation Units.

Ms. Houlihan, who will assume responsibility for her new position Sunday, July 1, was most recently a member of the staff on R2.



MAINE'S LPN OF THE YEAR is Janie Brown, a member of MMC's Nursing Float Pool. (A/V Photo)

Mexibbean cruise reservations due

If you want to get in on the sun, fun, and scenery of the Mexibbean Cruise next April, the Employee Activity Committee needs to hear from you now. The first of two required deposits on reservations are due at the end of June.

The cruise package price includes air fare from Portland, port taxes, all lodging and meals, passage, and entertainment.

Prices range from \$1,114.99 to \$1,299.00 per person, double occupancy. Third and fourth persons in a cabin pay \$950 (adults) or \$654 (child under 16).

Contact Joyce Decesere in Payroll, x2672, or Pat Mundy at All Points Travel, 892-8316 (toll-free in Maine 1-800-622-9900) for more information.

Softball rivalry played out again

The Radiology Department has avenged last year's loss to the softball team from P6. Radiology defeated P6 on the evening of June 19 with a score of 21-4. Radiology's players wish to express their appreciation to their coaches, second-year Radiology residents John McCormick, M.D., and Cary Buhler, M.D., for a job obviously well done.

Cardiac Rehab is topic of conference

Interest in cardiac and pulmonary rehabilitation exercise programs is growing in the medical community, and a major conference on the subject is scheduled in Portland July 10 and 11. MMC Medical Staff members Peter K. Shaw, M.D., and Jeremy Morton, M.D., will join 18 other specialists from a variety of disciplines to form the faculty for the conference.

Keynote speakers at the conference will be Herman K. Hellerstein, M.D., and William P. Castelli, M.D. Dr. Hellerstein is recognized as one of the nation's leading cardiologists, and is associated with Journal of Cardiac Rehabilitation, Medical Month, and Sports Medicine Journal. Dr. Castelli is Medical Director of the Framingham Heart Study and a Lecturer on Preventive Medicine at Harvard Medical School.

Dr. Shaw will be speaking on "Cardiac Rehabilitation in Maine," Dr. Morton on "Considerations for Post Surgical Clients." Other faculty members are drawn from the University of Southern Maine's Lifeline programs and other health and rehabilitation facilities.

The registration fee for the two-day conference, to be held at the Sonesta Hotel in Portland, is \$100 per person. To register, contact the Department of Conferences, University of Southern Maine, 780-4070.

MMC's Janie Brown is Maine LPN of the Year

Janie Brown, LPN, who has been with Maine Medical Center for 11 years, has been named Licensed Practical Nurse of the Year by the Maine Licensed Practical Nurse Association. She was voted the honor -- for contribution to nursing in general and contribution to the Association -- at the organization's annual meeting in May.

Ms. Brown first worked at MMC as an Aide, on P1C and in Emergency. After becoming an LPN, she worked on R7 for two years. For the past three and one-half years she has been a member of the Float Pool.

She is presently continuing her education, concentrating in vocational technology at the University of Southern Maine.

Currently state treasurer of the Maine LPN Association, she is also vice president of the Association's Division Seven which includes Greater Portland as well as Cumberland and York counties.

Cost of eating drops thanks to the EAC

The Executive Dinner Club books being sold by the Employee Activity Committee are now a better deal -- by \$5.00. The retail price of the books is now \$25, but the EAC is holding its price at \$18.

The club offers the lower of two entrees free at a combination of area restaurants over a year's time. Joyce Decesere in Payroll, x2672, has information.

Participating restaurants are: Barnhouse Tavern, North Windham; Marshview, Scarborough; The Galley, Falmouth; Season's, South Portland; Tortilla Flat, Portland; J.R. Maxwell's, Bath; The Country Way, South Paris; Rozz's Old Fire Barn, North Windham; Steckino's, Lewiston; Alberta's, Portland; Press Room, Biddeford; Marco's, Lewiston; and The Homestead, Lewiston.

Please Note

MMC's Daily Diabetic Teaching Classes will not be held during the week of July 2-6, nor on Monday, July 9.

Classes will resume on Tuesday, July 10.

Marketplace

FOR RENT: Unfurnished 1 BR apt. on 2nd floor. Near MMC. No pets. \$275/mo. plus utils. Sec. dep. Call 883-3311.

FOR RENT: 2 room efficiency 1 block from the hospital. Call 829-6276.

FOR RENT: Large sunny 5 room apt. 5 min. from MMC or Mercy. Hardwood floors, newly renovated, parking. \$350/mo. plus heat. Sec. dep. Call 772-8128.

FOR SALE: Cape Elizabeth home in desirable Oakhurst area. 3 BR tudor style home has LR with beamed ceiling and fireplace; DR with built-in china closet; KT with disposal and dishwasher; daylight basement; family room with fireplace; landscaped property with patio; privileges to private sandy beach. \$120,000. For sale by owner. No brokers, please. Call 799-6160.

FOR SALE: Portland, USM area, by owner. 9 room Colonial with 4 BRs, 2 baths, LR with fireplace, formal DR with built-in china cupboards, fully applianced St. Charles KT, 2 large family rooms (one off KT), 2 car garage. Well maintained. Move-in condition. \$102,500. Woodmont St., off Brighton Ave. By appointment only. Call 773-7739. No brokers, please.

FOR SALE: Silver 1981 Datsun 280 ZX with red interior, 5-sp., air conditioner, AM/FM stereo, plus extras, 38,000 miles. Price negotiable. Call 773-7000 between 8:30-4:30 or 839-4269 after 6 PM.

FOR SALE: 1980 Ford Fiesta. Standard with front wheel drive, belted tires and AM/FM radio cassette. In excellent condition. \$3,100 or reasonable offer. Call 854-2872.

FOR SALE: 1981 Silver Datsun 280 ZX, 5-speed, AM/FM stereo/cassette, removable top, 56,000 miles. In excellent condition. Phone 775-3064.

FOR SALE: 1980 Toyota Tercel liftback. High miles but in excellent condition. Sunroof, AM/FM cassette deck, new brakes, west coast car. Asking \$3,150. Call 865-3844 or x2679.

FOR SALE: 1982 Plymouth Reliant wagon with automatic trans., cruise control, AM/FM stereo. 39,000 miles. \$6,000. Call 799-6566 after 6 PM.

FOR SALE: 1976 Pinto MPG deluxe wagon. 4 cyl., 4-sp., well maintained, runs great, high mileage, needs some work. \$575. Call 883-5400 or 773-6400.

FOR SALE: 1982 Suzuki GS 1100 L motorcycle with shaft drive, blue and black, 8,600 miles, good condition. \$1,700 or trade for pickup of equal value. Call 284-8549.

FOR SALE: 1982 Honda V45 Sabre, 750 cc, water-cooled, shaft-drive, 6,000 miles, excellent condition. \$2,700. Call 767-4057 after 4 PM.

FOR SALE: 1977 Kawasaki KZ 1000 with new paint, exhaust, and other extras. \$1,450 or best offer. Call 846-3520.

FOR SALE: 1978 Suzuki GS 400 with new tank, tune-up, brakes, and other extras. \$550. Call 846-3520.

FOR SALE: 1981 Yamaha 650 Special with 6,500 miles. \$1,200. Call 767-4295 after 3 PM.

FOR SALE: Canon A-1 camera body. Features program mode, aperture priority, shutter priority, fully manual, automatic with dedicated flash, exposure compensation, exposure memory, multi-exposure switch and more: Vivitar Series I 28-90 f2.8 macrofocus telephoto lens; Vivitar Series I 70-210 f3.5 macrofocus telephoto lens; Vivitar 2x macrofocus teleconverter. Less than 1 year old. \$575. Call Al Rumery at 282-1895 after 5 PM.

FOR SALE: Multi purpose tote. Bed ottoman, \$50. Set of dishes for 4, \$50. Call 774-5423.

FOR SALE: Apt. size stove with 35 ft. of wire. \$25. White Atlantic end heater (tile lined), \$50. 500 plus used bricks, \$50. Call 797-4824.

FOR SALE: 17 ft. Fan housetrailer. 4 bunks, toilet, gas stove, gas refrig., and furnace, closet, dinette, gas and electric lights. Includes swaybar and Reese trailer hitch. \$1,600. Call 799-3540.

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WHAT'S HAPPENING is published every Wednesday at Maine Medical Center, Portland, Maine for members of the Hospital community and for friends of the institution throughout Maine and northern New England. Comments, questions and suggestions may be addressed to Public Information Office, MMC, Portland, ME 04102. Barbara Burns, Editor.

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FOR SALE: 2 pr. men's white Dickies with 36" waist and 32" leg. Almost new, worn 4 wks., \$9/pr. Please call Gloria Stover at x2758 or x2759 from 7:30 - 4.

FOR SALE: "Chickering" Parlour Grand piano, \$2,000 firm. Call Sue at 892-3809 after 6 PM.

FOR SALE: Ladies' leather jacket, petite size 5 in excellent condition (like new), best offer. Call 774-4028 between 5-7 PM or weekends.

FOR SALE: All hardwood, 4 ft. lengths, \$55/cord. Haul it home yourself. Call 724-3218.

FOR SALE: Queen-size mattress in perfect condition, \$20. Call 772-6018.

FOR SALE: Queen-size heated waterbed complete, \$175. 30 gal. electric water heater, \$50. Tub on legs, \$10. Call 799-1496.

FOR SALE: Girl's 3-sp. bike. Huffy Saratoga, 21" frame, hand brakes, like new, great birthday gift, \$75. Call 797-0892 eves.

WANTED: Room or small apt. to rent near MMC for July and August. Call x2226 and ask for Elaine.

WANTED: Babysitter for infant in my home or out. Mon.-Fri. 7 AM-3:30 PM. Refs. required. Call Norma at 797-4043.

WANTED: Housemate. Professional couple seeks professional male or female to share home in South Portland. Available after July 3rd, \$250/mo. plus 1/3 utils. Sec. dep. required. Call Debbie at 799-1496.

BABYSITTING: Mother of one will babysit in Woodfords area home Mon.-Fri. Call 773-9676.

HOUSEKEEPING: Mon.-Fri. eves. Home or offices. Call 774-6552 after 5 PM.

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