Correspondence for the MONTANA BOARD OF NURSING

LICENSE RENEWAL ALERT: Are you an ODD nurse or an EVEN nurse?

The Montana Department of Labor & Industry and Board of Nursing are excited to announce a new, streamlined process for nursing license renewals for 2018 and 2019. With over 22,000 licensees associated with the Board of Nursing, the licensing renewal process requires significant effort in a short amount of time. We recognize previous renewal experiences may not have always met your expectations.

After listening to feedback and suggestions from licensees and stakeholders, the Department and Board feel this new process will provide licensees an improved renewal experience.

Beginning this year, nurses with licenses in the state of Montana will be split into two groups, designated as “Even Year” and “Odd Year.” The Department will randomly assign licensees their new renewal group to better streamline the renewal process evenly between even years and odd years. Once assigned, a licensee will remain in that group. During this reassignment, those RNs with APRN licenses will be placed into the same renewal group.

The “Even Year” group will renew as usual this year between Thursday, November 1, 2018 and Monday, December 31, 2018.

During this renewal window, active RN and LPN licensees can renew for a reduced fee of $50 instead of $100. APRNs will receive a similar reduction in fees.

Continuing education requirements remain the same; 24 hours of credit obtained in 2017-2018. This group will continue to renew every two years on the even year schedule with the next renewal fee returning to $100 in 2020.

The “Odd Year” group will have their license expiration date extended through December 31, 2019, with no renewal fee due in 2018 – so this group will also receive a $50 value for 2018. LICENSEES ASSIGNED TO THIS GROUP WILL NOT BE REQUIRED TO RENEW THIS YEAR.

Next year, this Odd Year group will apply for renewal between November 1, 2019 and December 31, 2019 for the standard fee of $100. Their continuing education requirement will be 24 hours of credit obtained in 2017-2019.

This group will continue to renew every two years on the odd years from that point forward.

Licensees will receive further communication from the Department of Labor & Industry and Board of Nursing as we near the renewal period identifying which group they are assigned to, as well as, a reminder of how to proceed for their specific group.

One way to help the Department of Labor & Industry make this process smoother is by having updated contact information for licensees. Updating contact information is easy through https://ebiz.mt.gov/pol.

Remember, renewals are open Thursday, November 1, 2018 for the “Even Year” group and contact information can be updated at https://ebiz.mt.gov/pol.

If you have questions or need more information about the new nursing licensing renewal process, there are three ways to contact the Board of Nursing:

• Visit the web site at Nurse.mt.gov;
• Call (406) 841-2300; or
• Email at Nurse@mt.gov.

The Department of Labor & Industry and Board of Nursing are excited to streamline the nurse licensing renewal process and providing an improved customer experience for Montana’s nurses.
As your executive director, now for over four years, I wanted to take this opportunity and let you know that the Montana Nurses Association has the most phenomenal staff and volunteers. The MNA staff fiercely advocates for quality education and nurses’ right to collectively bargain, moreover, they are dedicated, loyal, and genuinely passionate regarding your professional nurses association. Your Board of Directors and council members have been completely immersed and supportive of the professional nurses association. I couldn’t be more proud of the staff and volunteers that have made MNA so relevant, and now, the sought after voice of the professional nurses in Montana!

Looking forward, MNA is planning for growth and a step toward that goal was realized this fall in hiring a lead labor organizer. This organizing position is the first within its current form but the NLC (formerly eNLC) passed legislation in 2017 in Montana and we are a party state in the Compact (formerly the eNLC-enhanced nurse licensure compact) and the rules that will go into effect January 2019. MNA has long been opposed to the NLC in its current form and the NLC passed legislation in 2017 in Montana and we are a party state in the NLC. We continue to work and collaborate with our Board of Nursing (BON) regarding regulatory issues and concerns.

MNA will explore reporting and tracking for the professional nurses in Montana.

With all this said, I would like to formally welcome Missy Poortenga, RN who is the new Executive Officer of the BON. She is an RN and an MNA member. We are excited to have Missy lead our regulatory board for the nursing profession.

MNA will again pursue felony legislation addressing violence against nurses and healthcare workers and are unsure what that will exactly look like. MNA is well aware in order to address violence against healthcare workers there needs to be a cultural, legislative, and educational change. MNA is working with some of our facilities in which we have collective bargaining units to bargain into their contracts safety plans and safety committees that have mandatory nurse involvement. Ultimately, it should be a priority for any employer of nurses and healthcare workers to establish safety protocols. It has been proven, with evidence based research printed by the epidemiologist through the DOL, that Montana nurses are assaulted at the national average. As directed by MNA membership, we shall continue to pursue protections for our nurses and healthcare workers which ultimately affect our patients.

MNA, in advocating for our advanced practice nurses, will explore bringing legislation forward in the 2019 session to address global signature authority for APPRNs. This in no way expands their scope of practice, but does allow them to sign the appropriate documents and forms within their scope and reinforce Montana’s longstanding support of APPRNs practicing to the fullest extent of their education.

MNA continues to monitor the Nurse Licensure Compact (formerly the eNLC-enhanced nurse licensure compact) and the rules that will go into effect January 2019. MNA has long been opposed to the NLC in its current form but the NLC (formerly eNLC) passed legislation in 2017 in Montana and we are a party state in the NLC. We continue to work and collaborate with our Board of Nursing (BON) regarding regulatory issues and concerns.

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2018 Convention Highlights

Thank you...
..to all of our members, attendees, delegates, presenters, sponsors, exhibitors and staff for making this year’s Convention Great!

Public health saved your life today, you just didn’t know it.

– Leana Wen

106th Annual MNA Convention
October 3rd - 5th 2018

The Montana Nurses Association 106th annual convention in Helena was amazing this year! The vendors were as diverse as the speakers and the topics. One of the things that I enjoy the most about going to the convention is being able to sit and network with nurses from all over the state. Due to the size of Montana I think too often we get in the mindset of feeling detached and isolated in our concerns. By networking at the convention I realize that I am truly blessed. There are a variety of nurses, from all walks of nursing that are uplifting and encouraging. Great food, support, education, confidence and conviction to continue to make a difference. That’s what I left with from the MNA convention this year!!

Jennifer Miller, RN
District 8 President
We had a very successful silent auction this year that raised over $2,500 for our MNAF. Special thank you to everyone who donated baskets and made this event a success. We had 29 baskets ranging from fly poles to the ever so popular liquor, spa, hotel and sports baskets! If anyone would like to donate to our MNAF, please contact the MNA office at 442-6710 or email Jill@mtnurses.org.

MNAF-MISSION
The Montana Nurses Association Foundation (MNAF) is the charitable and philanthropic branch of the Montana Nurses Association (MNA), with a mission to preserve the history of nursing in Montana and contribute, support and empower the professional nurse in Montana.

Purposes: from our articles of incorporation
- Charitable
- Educational
- Grants to licensed registered nurses
- Awards scholarships
- Provide continuing education grants
- Historical record preservation
- Stimulate and promote the professional development of nurses

Areas of Interest
- Elevating the image of nursing
- Improving health
- Strengthening leadership
- Generating new knowledge and policy
- Fostering philanthropy
We have seen and experienced how central lawmaking can affect nurses and patients. Laws impacting our practice and profession range from the nurse practice act, to staffing legislation, access to affordable healthcare, felony assault of a nurse or healthcare worker, licensing regulation, funding for hospitals and nurses, the nurse licensure compact, and so much more. Nurses vote and our vote matters. We are each tasked with the civic duty to hear from the nurses ready elected officials who will be hard at work and host this event at the capitol rotunda with our newly presentation and will be prepared for our upcoming is to help you become more informed when going asked the questions nurses want to ask. Our goal that we do so with an educated decision.

Political party isn’t relevant. Purpose is.

On October 5, 2018 at the MNA Convention, we asked the questions nurses want to ask. Our goal is to help you become more informed when going to the ballot box. We all took notes during the panel presentation and will be prepared for our upcoming Legislative Day on January 31st, 2018. MNA will host this event at the capitol rotunda with our newly elected officials who will be hard at work and ready to hear from the nurses.

We invited EVERY candidate, regardless of Party, in EVERY legislative race for the U.S. House and Senate and the Montana Legislature. If you don’t see the candidates listed here, then we did not receive a response to our invitation. This is important. We want our lawmakers engaged with MNA, as the collective voice for nurses across the state.

To the candidates that joined us in person, we thank you for your participation. Nurses are public servants too. We know it can be a tireless and thankless job. Thank you for joining us to talk to the nurses from across the state of Montana about nursing and healthcare issues important to them.

U.S. Legislative Panel for Lawmakers working at the National Level

U.S. House of Representatives
Greg Gianforte (incumbent) no response to MNA invitation, did not participate in panel questions
Kathleen Williams (candidate) attended in person and was provided the opportunity to personally address the nurses in attendance

U.S. Senate
Jon Tester (incumbent) sent a prepared statement to address the nurses (read by MNA Local #5-member, Bobbie Cross, RN, CPGA Representative to the MNA Board of Directors)
Matt Rosendale (candidate) no response to MNA invitation, did not participate in panel questions

Steve Daines (incumbent not up for re-election this cycle) sent a staff representative to read his prepared statement to the nurses

The comments made by these candidates do not necessarily reflect the values or opinions of the MNA. We are simply providing the comments made by each candidate to our members in the words those candidates used. We have attempted to provide footnotes when applicable for factual information related to some comments that relate to issues important to nurses.

Summary of the Questions & Answers with Kathleen Williams

Q1. Access to affordable healthcare for all, while maintaining essential health benefits and coverage for preexisting condition, remains a priority for MT nurses. The nurses support the ACA and understand it is not perfect, but we want to keep what is working and fix what doesn’t. What do you envision your role to be as you advocate at the national level for healthcare access and affordability?

Answer: During campaign became aware healthcare is number 1 concern of MT citizens, need to stabilize market, fund CHIP, allow Medicare to bargain for drug prices, allow those 55+ years of age to buy into Medicare...I am personally, professionally, and policy-minded in support of healthcare.

Q2. As gun violence is a growing public health issue affecting the safety of our families and communities, what is your perspective on improving ways to promote public health through reducing gun violence?

Answer: During the primary many stated thoughts and prayers and to me that doesn’t show respect needed for the victims and their families, so I said more. I am a gun owner and not afraid to talk about how to keep our kids safe in school. I support the 2nd amendment but we should not be afraid to discuss more deeply how to keep our kids safe. Need to talk about mental health and behavioral health services. Need to have the hard conversations surrounding this issue.

Q3. Recent federal decisions have stripped away collective bargaining rights to weaken the collective voice of workers, professional nurses included. How will you ensure the collective bargaining rights for registered nurses to form and join a professional nurses union, which allow them to advocate for their nursing practice and safe patient care, are not further weakened?

Answer: I support collective bargaining. Unions have an opportunity to really showcase their role in achieving a livable wage and jobs with benefits, ensuring families can support their children and communities. I would be open to suggestions from nurses to learn more about how to support these rights.

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MNA Legislative Panel consisted of 8 attendees:

1. Janet Ellis current Representative HD 81, Candidate for SD 41
2. Jill Cohoun Incumbent Senator SD 42
3. Albert Olszewski Incumbent Senator SD 6
4. Leesha Ford RN Candidate HD 32
5. Mary Ann Dunwell Incumbent Representative HD 84
6. Terry Gauthier Incumbent Senator SD 40
7. James H. Cossitt Candidate for SD 7
8. Bob Leach Candidate for SD 42

Kathleen Williams

04. How do you plan to support actions to address the opioid and behavioral health crisis? Do you support focused programs with federal funding to address the opioid crises and the lack of behavioral/mental health programs?

Answer: Meth is such a big issue and alcohol is a big issue. Cycle of poverty or of disengagement and abandonment all contribute. I am a great supporter of treatment courts. Budget cuts have impacted case workers but we want to help them solve the problem. We need to elect the right people at the state level too.

Montana Legislative Panel for Lawmakers working at the State Level

State Legislative Panel
(HD = House District, SD= Senate District)
There are 100 members of the Montana House of Representatives and 50 Montana Senators that make up both chambers of the Montana State Legislature. They are citizen lawmakers. We invited every lawmaker, incumbent, and candidate to attend and participate in our legislative program. Below is a list of those who attended our live panel and additionally, those who responded to MNA's invitation. If your state senator or representative is not listed, we did not receive a response to our invitation.

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There were 19 others who responded stating they were unable to attend and thanked us for the invitation.

Q2. Individual names:

- Janet Ellis. The only reason many healthcare facilities are open today is because of Medicaid expansion. All hospitals care for everyone (after her beautiful blue eyes), that gave MT nurses patient safety. I will support all of our union efforts.
- Sen. Jill Cohenour—RN, 95 years old and STILL a MNA member, who I interviewed for everything than can be done. ER uncompensated care services for seniors and those with disabilities.
- Sen. Albert Olszewski—My mom is a nurse, aunts a nurse, son in law a Surgeon. I’ve had a child-family history. I have made a difference for mental health. Got seed money to start a psychiatric residency at Billings Clinic. I can help improve the lives especially in rural Montana. 01 – I’ll fight for healthcare workers and emergency responders safer at work? Why or why not?
- Sen. Paul—Wears Combat Boots" campaign addressed assault. Over 38 states have passed legislations for everything than can be done. ER uncompensated care services for seniors and those with disabilities.
- Sen. Rich Gudetke—My mom is a nurse, aunts a nurse, son in law a Surgeon. I’ve had a child-family history. I have made a difference for mental health. Got seed money to start a psychiatric residency at Billings Clinic. I can help improve the lives especially in rural Montana. 01 – I’ll fight for healthcare workers and emergency responders safer at work? Why or why not?
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We're calling on one million people to lead the way toward better health.

What is precision medicine? Precision medicine is health care that is based on you as an individual. It takes into account factors like where you live, what you do, and your family's health history. The goal is to be able to tell people the best ways to stay healthy. If someone does get sick, precision medicine may help health care teams find the treatment that will work best.

What is the All of Us Research Program? The All of Us Research Program is a large research program. The goal is to help researchers understand more about why people get sick or stay healthy. People who join will give us information about their health, habits, and what it's like where they live. By looking for patterns, researchers may learn more about what affects people's health.

How do I Join the All of Us Research Program? There are three ways to join:

Visit the All of Us website JoinAllofUs.org.
Download the All of Us app.
Sign up with your doctor or at a health care provider organization, you can join there.

Because the All of Us Research Program is research, you will be asked to complete an informed consent process. This process tells more about what is involved, and the risks and benefits of joining.

What will you ask me to do? If you decide to join All of Us, we will ask you to share different kinds of information. We will ask you basic information like your age, race, sex, where you live, questions about your health, family, home, and work. If you have an electronic health record, we may ask for access. We might also ask you to give samples, like blood or urine.

How long will the All of Us Research Program last? All of Us may last for at least 10 years. We hope you will stay involved over time. If you join, you can withdraw at any time for any reason without penalty.

Why should I join the All of Us Research Program? You will be contributing to research that may improve health for everyone. Here are some examples of what researchers might be able to discover:

• Better tests to see if people are sick or are at risk of getting sick.
• Better mobile apps to encourage healthy habits.
• Better medicine or information about how much of a medicine is right for each person.

What will you do to protect my privacy? We will take great care to protect your information. Here are a few of the steps we will take:

• Information we have about you will be stored on protected computers. We will limit and keep track of who sees the information.
• We will remove your name and other direct identifiers (like your Social Security number) from your information and replace them with a code.
• Researchers must promise not to try to find out who you are.
• We will tell you if there is a data breach.
• The All of Us Research Program has Certificates of Confidentiality from the U.S. government. This will help us fight legal demands (such as a court order) to give out information that could identify you.

Please visit JoinAllofUs.org for more information.
Did you know as part of their daily practice, APRNs provide comprehensive health care to patients within the scope of their licensure, education, and certification? Outdated MT signature laws may direct that some of the ‘paperwork’ associated with this care include a physician’s signature in order to be recognized, even though the physician did not provide the care to the patient.

Did you know the qualifications and standards that guide the practice of nursing are the result of state law and that can be amended by a Legislature made up of farmers and business owners and retired people that have never worked as a nurse and may have never spoken to one?

Did you know sports officials and police dogs have more protection from assault under Montana law than nurses, paramedics, and fire fighters? Did you know some states have laws that mandate minimum staffing levels and/or committees that ensure nurses won’t become desperately overwhelmed by understaffing?

Laws matter.

Nurses should always be a part of the discussion when laws are being drafted that are related to nurse regulation, nursing practice and standards, healthcare, and employment conditions and protections. The Montana Nurses Association, as the recognized voice and advocate for the professional nurse in Montana, works to ensure that laws evolve with the practice of nursing and the needs of nurses. Moreover, when it comes to impacting the perception of lawmakers, nurses are the most trusted profession and no opinion is more valuable than that of a nurse living or working in each lawmakers’ district.

On Thursday, January 31st, 2019, we welcome you to attend MNA’s biennial Legislative Day! You’ll learn how the Montana State Legislature works, how a bill becomes a law, who represents you in the Montana House and Senate, and you’ll get the opportunity to have lunch with fellow nurses and your lawmakers from all over the state in the rotunda of our State’s Capitol Building. It’s possible that it is one of the most attended lunches during the legislative session because so many lawmakers look forward to hearing and learning from Montana’s Registered Nurses. If you’re looking for a meaningful way to make a difference, please mark your calendars to join us in Helena for a really eye-opening experience!

RN – Inpatient Nursing
Full Time or Part Time

Competitive salary, great benefit package, student loan repayment and relocation expenses available.

Please contact the HR department at (406) 228.3662 for more information.

http://www.fmdh.org

FMDH is an Equal Opportunity/Affirmative Action Employer

AFL-CIO Conven. Delegate
Jan 2019 - Dec 2020
Adrianne Harrison RN

AFL-CIO Conven. Delegate
Jan 2019 - Dec 2020
Delanye Stahl RN-OCN

AFL-CIO Conven. Delegate
Jan 2019 - Dec 2020
Melissa Finley RN-CCRN

AFL-CIO Conven. Delegate
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Jennifer Miller RN

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Jan 2019 - Dec 2020
Jessica Sneddon RN

AFL-CIO Conven. Delegate
Jan 2019 - Dec 2020
Sandi Luckey Labor Representative

Kansas City Star
February 11, 2019

RNs & LPNs
FT/PT/PRN – All shifts available
Sign On Bonus Available!
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The Garfield County Health Center (GCHC) is now seeking a full time day shift Registered Nurse and full time night shift Registered Nurse.
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Position will remain open until filled.
Please contact Sarah Nordlund, Director of Nursing at 406-557-2372 or email at sarah_nordlund@hotmail.com

November, December 2018, January 2019
Montana Nurses Association Pulse
Page 9

Legislative and Government Relations

Laws Matter-Join us for Legislative Day, January 31st, 2019

Did you know as part of their daily practice, APRNs provide comprehensive health care to patients within the scope of their licensure, education, and certification? Outdated MT signature laws may direct that some of the ‘paperwork’ associated with this care include a physician’s signature in order to be recognized, even though the physician did not provide the care to the patient.

Did you know the qualifications and standards that guide the practice of nursing are the result of state law and that can be amended by a Legislature made up of farmers and business owners and retired people that have never worked as a nurse and may have never spoken to one?

Did you know sports officials and police dogs have more protection from assault under Montana law than nurses, paramedics, and fire fighters? Did you know some states have laws that mandate minimum staffing levels and/or committees that ensure nurses won’t become desperately overwhelmed by understaffing?

Laws matter.

Nurses should always be a part of the discussion when laws are being drafted that are related to nurse regulation, nursing practice and standards, healthcare, and employment conditions and protections. The Montana Nurses Association, as the recognized voice and advocate for the professional nurse in Montana, works to ensure that laws evolve with the practice of nursing and the needs of nurses. Moreover, when it comes to impacting the perception of lawmakers, nurses are the most trusted profession and no opinion is more valuable than that of a nurse living or working in each lawmakers’ district.

On Thursday, January 31st, 2019, we welcome you to attend MNA’s biennial Legislative Day! You’ll learn how the Montana State Legislature works, how a bill becomes a law, who represents you in the Montana House and Senate, and you’ll get the opportunity to have lunch with fellow nurses and your lawmakers from all over the state in the rotunda of our State’s Capitol Building. It’s possible that it is one of the most attended lunches during the legislative session because so many lawmakers look forward to hearing and learning from Montana’s Registered Nurses. If you’re looking for a meaningful way to make a difference, please mark your calendars to join us in Helena for a really eye-opening experience!

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My first year!

Well folks, I did it! I’ve successfully made it through my first year as a Labor Representative. How have I faired? To be completely honest, I haven’t stopped learning. I came from a union family; Laborers, Teamsters; Ironworkers, but I don’t think you can really understand Labor until you are entrenched in it. I never know what is going to happen when I answer a call or open my email. I am very thankful all the campaign-nurses I have been working with and I’m excited for the work we are continuing to do.

I am astounded at how different each bargaining experience can be. Every group of nurses and every administration team is so different, each with a unique working relationship. During my time working at the negotiations table, I have been able to witness the power of nurses’ voices. When nurses speak to their administrative team about their issues, the impact it has is impressive. I can speak until I’m blue in the face, but when the nurses speak, administration really listens and that is when change happens.

I have also discovered that just because a collective bargaining agreement exists, doesn’t mean an employer is going to work within its guidelines. It is up to the nurses to know and understand their contracts and to bring any violations of the contract forward. As a labor rep, I have no idea how any nurse’s day-to-day work experience is until they tell me. I am a fierce advocate for nurses and to ensure a contract is enforced, which is why communication between nurses, their Local leaders, and their Labor Representative is so important.

When nurses stand together, they can be a powerful force. It is so inspiring to see nurses uniting for improvement in working conditions and patient care. As nurses we are all advocates for our patients and I count myself lucky to be a small piece of the process that helps nurses gain their voice and advocate for positive change. Thank you all for being a part of the process that helps nurses gain their voice.

Collective Bargaining Nurses Unite for Better Staffing

Each year at the annual MNA Convention, your Collective Bargaining Assembly (CBA) delegates come together to discuss union matters, share stories, and perform business of our union nurses. At the 2018 CBA, an idea (and draft resolution) on creating a special staffing taskforce was presented to the delegates. Staffing Taskforce Resolution was reviewed, a motion was made and passed, to move the Taskforce Resolution to the entire House of Delegates. It was then voted on and passed by our nurse delegates!

This year, at the 2018 American Federation of Teachers (AFT) Biannual Convention, our elected nurse delegates participated in numerous sessions that allowed for networking and discussions with other RNs across the country. As staffing is, and continues to be, one of the top issues acute care nurses are facing, we found it interesting with so many states passing staffing laws, why are acute care nurses still facing staffing problems? It was more interesting to hear from a few of our sister states who have current staffing legislation, they wondered the same question!

As MNA is both affiliated with the National Federation of Nurses (NFN) Coalition (which includes MNA; Ohio Nurses Association, Washington State Nurses Association, and Oregon Nurses Association) and with American Federation of Teachers-Nurses and Health Professionals (AFTNHP), it was discussed that with so many available resources, why don’t we, as affiliates, research to provide evidence-based data on the positives and negatives of these existing staffing bills. Find what works best and where the loop holes exist and create a report.

Here is the full resolution to Develop, Participate, and Report on a Safe Staffing Task Force passed by the 2018 MNA House of Delegates:

MARK YOUR CALENDARS TODAY!
MNA Annual Labor Retreat
April 7th, 8th & 9th, 2019

The MNA Labor Retreat is an event no local unit nurse should miss! Held at Chico Hot Springs, the relaxed casual-chic atmosphere creates a wonderful backdrop for your labor training. Bargaining unit nurses from all over the state meet and network, collaborate and learn right alongside nurses just like themselves. The local units are able to assist with costs, please mark your calendars today! See you in Chico where the “wada is hot,” so the local’s say!

For more information, visit www.sjlm.org

Leslie Shepherd, BSN, RN, Labor Representative
Amy Hauschild, BSN, RN, Labor Representative
Robin Haux, BS Labor Program Director

Develop, Participate, and Report on a Safe Staffing Task Force
September 25, 2018
WHEREAS, Patient outcomes are directly affected by staffing of registered nurses (RN); and
WHEREAS, Referenced Research shows that inadequate RN to patient staffing ratios increases patient falls, infections, readmissions, morbidity, and mortality, all of which are directly related to the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores and Medicare reimbursement rates to hospitals.
WHEREAS, Referenced studies show that adequate RN staffing, including the nurse-to-patient ratios adjusted to account for unit census, acuity, and shift length leads to increased medical and economic improvements in patient care.
WHEREAS, Across Montana current Labor Committee and Professional Conference Committees do not ensure safe staffing.
WHEREAS, Approximately 15 states currently have legislation related to safe acute care staffing ratios, the effectiveness and consequences of these various legislation continues to be examined.
RESOLVED, That Montana Nurses Association (MNA), through our national affiliates, the National Federation of Nurses (NFN) Coalition and the American Federation of Teachers - Nurses and Health Professionals (AFTNHP) develop a safe Staffing Taskforce focused on Montana RN to patient ratios.
RESOLVED, The Safe Staffing Taskforce will conduct research on all current registered nurse staffing legislation across the United States to provide evidence-based data on the positives and negatives of these existing staffing legislation.
RESOLVED, The MNA Nursing Taskforce Chairperson, and participating members, will share documented findings on a regular basis to both the Economic and General Welfare Council and the Board of Directors (BOD).
RESOLVED, MNA members are to be encouraged to participate through the MNA Council on Practice and Government Affairs (CPGA).

The recognized leader and advocate for the professional nurse in Montana

In Billings is currently hiring LPNs & RNs both part-time and full-time with a Sign on Bonus!
On Wednesday, September 12, 2018 the Montana University system Board of Regents passed item number 180-2801-R0918. This item titled “Request for authorization to confer the title of Professor Emeritus of Nursing on Mary Pappas, Montana State University Northern."

As per the MSU-Northern Policy & Procedures manual, which states, “The title of “Professor Emeritus” shall be awarded for outstanding and meritorious service as well as individual distinction to Montana State University-Northern. Such service shall have been demonstrated by scholarship, meritorious teaching and contributions to the institution. Emeritus status shall be a capstone to one’s academic career.” To see the entire MSU-Northern policy go to https://www.msun.edu/admin/policies/500/502-2.aspx

In the 89 year history of Northern Dr. Pappas becomes only the 38th person to receive the title of Emeritus.

The MSU-Northern Chancellor Greg Kegel and the Faculty Senate submitted the following for the Board of Regents consideration

"THAT
Upon the occasion of retirement of Professor Mary Pappas from the faculty of the Department of Nursing, the faculty wishes to express its appreciation for her 30 years of dedicated and valued service by requesting the rank of Professor Emeritus be conferred upon her by the Board of Regents of Higher Education

EXPLANATION
Dr. Pappas served as a tenured Professor in the Department of Nursing at MSU-Northern and worked in various roles as a Professor, Director, and RS-BSN Chair. She was instrumental in assisting the Department of Nursing in receiving national accreditation in 2005, and was a key member of the accreditation process in 2015. Dr. Pappas was integral in the development and planning of the BSN program at MSU-Northern in 1987-88, and later helped to move that program online with a grant from ECollege. Dr. Pappas most recently participated in developing the new statewide curriculum, especially in regard to the RN-BSN courses.

In addition to her roles mentioned above, Dr. Pappas has served MSU-Northern as a member of various committees including Academic Senate, General Education, Curriculum, and the Executive Board of the Faculty Union. Dr. Pappas has represented nurses and the MSU-Northern Department of Nursing both in Havre and across Montana as a member of the Montana Nurses Association, as a board member of Bullock Clinic, and as a member of Northern Montana Hospital Home Health Care Professional Committee. She has presented both formally and informally to various community groups about health care issues.

Dr. Pappas has been a nurse for over 40 years, which is an accomplishment in and of itself, and nursing is built on the premise of helping people. She brought her knowledge and love of nursing to students and faculty here at MSU-Northern and then became an example of ongoing educational pursuit and scholarship by pursuing her Master of Science in Nursing as a nurse practitioner, and then her Doctorate in Education. Most recently, in 2015, she completed requirements as a Certified Nurse Educator per the National League of Nursing.

The Faculty Senate is pleased to submit this heartfelt nomination of Dr. Pappas for Emeritus status based on her time, effort, and service to MSU-Northern, its students, and the community that has benefited from her knowledge and expertise."

Congratulations to Professor Emeritus, Dr. Mary Pappas for your lifetime of accomplishments and thank you for your dedication and service!
5 Reasons to be represented by Your Professional State Nurses Association

#1 MNA currently represents registered nurses with 31 local units and their contracts across Montana.

#2 MNA is a member driven organization led by elected nurses from across our state.

#3 MNA is the ONLY Premier Accredited Approver & Premier Accredited Provider of professional development and nursing education in Montana.

#4 MNA is nationally affiliated with:

- American Nurses Association (ANA), the voice for over 3 million registered nurses.

- American Federation of Teachers-Nurses and Health Professionals (AFT-NHP) who collectively represent over 75,000 RNs and over 150,000 healthcare workers across the U.S.

- National Federation of Nurses Coalition (NFNc), which includes MNA along with the Washington State Nurses Association (WSNA), Oregon Nurses Association (ONA), and the Ohio Nurses Association (ONA).

#5 Building RN power in Montana impacts Montana families, our patients, and our collective voice as MNA nurses as we advocate for the best working conditions for all Montana nurses and the best care for our patients.
What is a Learning Environment?

When you think of a “learning environment,” what comes to mind? Is it the classroom where you listen to lectures, the sim lab where you practice skills, the internet that allows you to look up interesting information, or something else? The term tends to mean different things to different people, which is part of the problem in trying to create a “learning environment” that is positive, productive, and supportive in today’s healthcare environment.

This issue is so important that a national panel was convened in April of this year to explore healthcare learning environments and make recommendations about how to create and sustain them. The Josiah Macy Jr. Foundation conference on learning environments addressed the importance of a consistent definition of the term, and determined that a learning environment is “the social interactions, organizational cultures and structures, and physical and virtual spaces that surround and shape participants’ experiences, perceptions, and learning.” The report also identified that “in a continuously learning and improving health system, every participant is both a learner and a teacher.” Creating a positive and productive learning environment requires that learning is both a learner and a teacher.” Creating a positive and productive learning environment that learning and improving health system, every participant is both a learner and a teacher.

Great leaders inspire everyone to take action. Mark your calendars and attend the 2019 MNA Annual Convention on October 2nd through the 4th. See you next year!
Tired of being bullied at work? #metoo

(Are you busy January 31st, 2019?)

It has been two full years of some of the most tumultuous political fighting I have ever seen. Just this week, the political battles raged on in the fight to get Brett Kavanaugh to the Supreme Court even as he was being accused of sexually assaulting someone in his teenage years. The arguments were brutal and the damage will last well beyond the news cycle, no matter what “side” you are on.

All this infighting and scandal happened at the same time the Montana Nurses Association was conducting its Annual Convention in Helena.

(Author’s caveat: I am REALLY sad I missed it this year. I was on kid patrol as my wife was out of town)

I wondered what the conversations around the tables must have been like given the spirit of activism that exists with our members. I can’t imagine that ANYone was passive or without an opinion regarding the ongoing confirmation process. The current climate to help prevent harassment of ANY kind has been a huge change from “business as usual.” The #metoo movement has provided an opportunity for victims to raise their voices and tell their stories. It reminds me of another movement, one that is local and grassroots in nature and whose time has indeed come.

You see, next year the Montana Legislature will convene once again. Last year, the MNA took the powerful message of YOUR NURSE WEARS COMBAT BOOTS to Helena. We made the case that victims need a voice and that being assaulted at work is NOT okay. If you would like to hear my story about my colleague (I will always be an advocate for those VERY things, dear friends)! However, according to Maslow’s Hierarchy of Needs, one needs to be SAFE before we can discuss wellbeing. So, before we can dive in to getting our health in line, we need to make sure we are SAFE where we work. Do you agree?

Then join us as we make another attempt to put forward the idea that NO ONE deserves to be abused or assaulted. Join the MNA on January 31st, 2019 in Helena to make it known that we will defend and protect healthcare workers here. If the recent political turmoil makes you want to DO SOMETHING about the current state of affairs - #metoo.

Montana Nurses Association
Approved Providers

MNA thanks all of the Approved Provider Units we work with for their commitment to advancing and promoting quality nursing practice through continuing nursing education.

- Acute Care Education
  - Vancouver, WA
  - Montana Geriatric Education Center of UUMissoula, MT
  - With Distinction
- Alaska Division of Public Health
  - Anchorage, AK
  - Montana health Network
  - Miles City, MT
  - With Distinction
- Alaska Native Tribal Health Consortium
  - Anchorage, AK
  - Montana VA Health Care System
  - Helena, MT
  - With Distinction
- Alaska Nurses Association
  - Anchorage, AK
  - Mountain Pacific Quality Health
  - Helena, MT
  - With Distinction
- Alaska Regional Hospital
  - Anchorage, AK
  - North Valley Hospital
  - Whitefish, MT
  - With Distinction
- Alzheiner’s Resource of Alaska
  - Anchorage, AK
  - Bartlett Regional Hospital
  - Juneau, AK
  - With Distinction
  - Pacific Lutheran University
  - Tacoma, WA
- Benefits Healthcare Systems
  - Great Falls, MT
  - With Distinction
  - Partnership Health Center
  - Missoula, MT
- Billings Clinic
  - Billings, MT
  - Planned Parenthood of the Great Northwest and the Hawaiian Islands
  - Seattle, WA
- Bozeman Deaconess Hospital
  - Bozeman, MT
  - Providence Alaska Learning Institute
  - Anchorage, AK
  - With Distinction
- Cardia Services
  - Seattle, WA
  - Providence Healthcare
  - Spokane, WA
- Caring for Hawaii Neonates
  - Honolulu, HI
  - Providence St. Patrick Hospital
  - Missoula, MT
  - With Distinction
- Central Peninsula General Hospital
  - Soldotna, AK
  - South Dakota Nurses Association
  - Pierre, SD
  - With Distinction
- Cheyenne Regional Medical Center
  - Cheyenne, WY
  - South Peninsula Hospital
  - Homer, AK
- Community Medical Center
  - Missoula, MT
  - St. Alphonsus Health System
  - Boise, ID
- Evergreen Health
  - Kirkland, WA
  - St. James Healthcare
  - Butte, MT
- Fairbanks Memorial Hospital
  - Fairbanks, AK
  - St. Luke’s Health System
  - Boise, ID
- Kadlec Regional Medical Center
  - Richland, WA
  - St. Peter’s Health
  - Helena, MT
- Kalispell Regional Healthcare System
  - Kalispell, MT
  - St. Vincent Healthcare
  - Billings, MT
- Kootenai Health
  - Coeur d’Alene, ID
  - UF Health Shands Hospital
  - Gainesville, FL
- Mat-Su Regional Medical Center
  - Palmer, AK
  - Wisconsin Nurses Association
  - Madison, WI
  - With Distinction
- Kootenai Health
  - Coeur d’Alene, ID
  - Wrangell Medical Center
  - Wrangell, AK
  - With Distinction

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To find out more information about the Great Falls Clinic Hospital, please visit us online at www.gfclinic.com or call 800.232.0911.
November, December 2018, January 2019

Montana Nurses Association Pulse Page 15

Don’t forget to check out our CNEbyMNA Website for Continuing Education opportunities. It is constantly updated with new Webinars and Courses for your continued learning!

www.cnebymna.com

“Montana Nurses Association is accredited with distinction as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation”

Workplace Wellness
Cardiac Considerations for Nurses
Nutrition for Nurses
Is Your Compassion for Nursing Stressing You Out?
Women’s Health and Fitness
Prostate Cancer: Education and Outreach
Sleep Like a Baby
Happiness as a Contributor to Health
Recovery/Work Life Balance
Infection Control/Immunizations
Mindful Practice for Nurse Mental Health
Holiday Health: Dashing Through the Days

Patient Care Topics
Creative and Innovation in Decision-Making:
From bedside nursing to C-Suite
Developing Critical Thinking and Clinical Judgment Skills
The Fine Art of Care Coordination
Managing Symptoms & Side Effects of Long Term Treatments for Cancer

Professional Practice Topics
Moral Distress: Addressing the Challenge in Health Care Practice
Multigenerational Challenges: Working Together in Health Care
Whose Job Is It, Anyway? The Nurse’s Role in Advocacy and Accountability
Developing Your Professional Image

For CE Providers
Outcomes and Objectives: When, What, and How
The Quest for Quality – Outcomes Webinar 1: Strategies for Learning Activities
The Quest for Quality – Outcomes Webinar 2: Selecting Provider Unit Outcome Measures
The Quest for Quality – Outcomes Webinar 3: Provider Unit Outcomes: Data Collection and Analysis
Nurse Planner Webinar: Educating to Achieve Quality Outcomes

Opioid addiction has affected us all in some way. We see the day to day struggles in our patients, or their family members. We all have either been personally affected or know friends and family members that have lost loved ones or battled with opioid addiction. So figuring out ways to help our patients is always at the forefront.

I don’t know about you, but I sometimes find myself frustrated regarding the lack of bipartisan accomplishment in Washington. However, I was jumping up and down, in early October when the U.S. House of Representatives and the U.S. Senate passed comprehensive opioid legislation thus showing their bipartisan commitment to combat the opioid crisis. The final bill, advancing to President Trump for signature, contains a vital provision that makes permanent the temporary authorization granted nurse practitioners (NPs) and PAs under the Comprehensive Addiction Recovery Act of 2016 (CARA) to provide lifesaving medication assisted treatments (MATs) for patients battling addiction.

A little history for you all: on July 22, 2016 President Obama signed the Comprehensive Addiction and Recovery Act (CARA), into law. One of the important provisions of that law expanded access to substance use treatment services and overdose medications. This was a full spectrum of services from prevention to medication-assisted treatments (MAT) and recovery support. The law allowed NPs and PAs to prescribe buprenorphine in office based settings. Prior to this only physicians could prescribe buprenorphine. CARA had a provision that NPs and PAs would be able to prescribe and have a DATA-waiver for up to 30 patients, but for only five years. Since 2016, data has been collected to show the success of the program, the safety of NPs and PAs prescribing buprenorphine and how many patients have been helped by the addition of NPs and PAs prescribing. AANP, other nursing organizations and PA organizations have been lobbying tirelessly to get this to become a permanent law. Currently over 7000 NPs have prescribing waivers. AANP, other nurse practitioners and PAs under the provision of that law expanded access to substance use disorders. This is the same course physicians take.

Part II: NP/PA 16-Hour Waiver Training - The 16-hour product training was developed to include all additional education required by the Comprehensive Addiction and Recovery Act (CARA) for nurse practitioners to successfully apply for a waiver to prescribe buprenorphine for office-based treatment of opioid use disorders. This is the same course physicians take.

Go to the website, https://aanp.inreachce.com and learn all about the waiver and the free classes to become a prescriber. You do not need to be a member of AANP to utilize this resource. Even if you don’t want to prescribe buprenorphine, the knowledge that you gain after completing the modules about addiction treatment is tremendous.

Best to you all, contact me with any questions or concerns, keven.comer@gmail.com

The Montana Department of Corrections
Clinical Services Division

The Montana Department of Corrections Clinical Services Division is always looking for qualified motivated people to join our team!

We are currently Recruiting for RNs, LPNs, and Nurse Managers!

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The American Academy of Addiction Psychiatry, American Medical Association, American Osteopathic Association, American Nurses Credentialing Center, American Psychiatric Association, American Association of Nurse Practitioners, and American Academy of Physician Assistants. NPs and PAs take both the eight-hour DATA-waiver course for treatment of opioid use disorder, designed by national experts, that physicians currently take, and the additional 16 hours course offered for free by SAMHSA through AANP.

Part I- an eight-hour course: The ASAM Treatment of Opioid Use Disorder Course: Includes Waiver Qualifying Requirements - will ensure that participants are exposed to the highest quality, evidence-based practices when using buprenorphine to treat opioid use disorders. This is the same course physicians take.

Announcing Career Opportunities
You’ve Been Waiting For!

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Now Hiring:
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615.263.3148
Apply online at jobs.corecivic.com

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SBIRT training

Screening, brief intervention, and referral to treatment (SBIRT) is one approach you can take when you suspect your adolescent patient may be using nonsuicidal self-injury to cope with stress. Before implementing it in your care setting, access these opportunities for training.

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**Ohio Mental Health Addiction Services (MHAS): SBIRT**
http://mha.ohio.gov/Treatment/SBIRT
Face-to-face and online

**Community Catalyst: Training resources for the implementation of screening, brief intervention, and referral to treatment (SBIRT)**
communitycatalyst.org/resources/publications/documents/SBIRT-Training-Options-December-2015.pdf?
Face-to-face and online

**Institute for Research, Education & Training in Addictions (IRETA): SBIRT for adolescents**
reta.org/improve-practices/addiction-professionals/online-courses/sbirt-for-adolescents/
Online

**Massachusetts Health Promotion Clearinghouse: Adolescent SBIRT toolkit for providers**
massclearinghouse.ehe.state.ma.us/BSASSBIRT/PROG/SA1099.html
Booklet

**Pacific Southwest ARRC eLearning: 4 hour SBIRT training (continuing education)**
psattcelearn.org/courses/4hr_sbirt/
Online

**SBIRT: A brief clinical training for adolescent providers**
http://hospitalasbirt.webs.com/adolescent-providers
Online

American Nurse Today; August 2018, Volume 13, Number 8; Pages 37-40
Of all the communication that a person witnesses (verbal or non-verbal) the most interesting and informative, by far, Albert Mehrabian (1960) researched the importance of nonverbal communication and found it to be more believable than verbal communication. It is an independentstoff, we pull in our system that is used differently by every person. How good are you at reading people? We install our own language messages, whether we realize it or not.

The content of this article is to encourage thoughtful and accurate consideration of unspoken attributes of mankind. By increasing our personal and researched knowledge about unspoken body language, we increase our potential understanding and appreciation of human physical and behavioral attributes.

Not always is it very revealing that blushing, shaking, sweating, smiling, laughing, crying, and similar behaviors that show nervousness. Think of “The Look” (whatever that is), a pat on the back, a pat on the head and even a drop (or no drop or elevation) in the voice at the end of a sentence. Add to these examples just a very few of the many non-verbal behaviors—voice tone while moving the hands, shrugging the shoulders, wearing a certain color, decorating a home in a certain color, listening to a specific type of music, or even having a scented candle in the room. Our unspoken silence makes us up our non-verbal communication.

Non-verbal (silent) communication has been, also, called the “transparency effect.” This says that we are all more transparent than we realize! However, the key in recognizing the “transparency effect.” This says that we are all more

Differences in Cultures and Subcultures

Some cultures require distancing the person from strangers; whereas, other cultures value closeness. For example, in Tanzania being too far away from another person as a matter of personal choice means the given person does not give the other person any value; therefore, it is best to sit close to another person. Other cultures, such as the Arab culture desire to be as close as possible when conversing—close enough to feel a person’s breath (bad breath or otherwise).

Space, Colors, and Mood

Research shows that we shape our own environment through determining our space, color, and mood. The physical management of these factors in our environment help to determine our personal behavior and the behavior of other people. The environment, in general, also triggers conscious and unconscious perceptions. Our personal perceptions, in turn, determine our behavior.

Space—

There are three factors that determine the non-verbal spaces created by people. They are—

1. The flow of traffic: The requirements of personal movement and involvement of others; so, where do you currently see involvement of others?

2. Participation and involvement of others; so, where do you currently see involvement of others?

3. Men often lie about their height on dating profiles —a tendency to exaggerate. Females frequently minimize (lie) about their weight on dating profiles.

- Non-Verbal Communication: The Silent Giveaway

Carolyn Taylor, Ed.D. M.N. R.N. (carolynrtaylor21@yahoo.com)
President, leadershippoweronline.com

Determine another’s comfortable space by watching their behavior (e.g. a hand shake or a hug) and allow that person to nonverbally tell you their personal acceptable closeness. The amount of extension of the arm to your extended hand for a hug, the distance between the hug, or even the desire for a private desk or cubicle are a few of the “little things” that tell “big stories.”

As a leader in a work setting, it is best to encourage, when you can, the flow of group conversation between people in an open non-curating environment rather than in a cubicle or confined work space.

Females over 5’8” earn about 15% more than shorter females. In romantic relationships, women seem to prefer taller men, whereas, the female lives in a dangerous neighborhood.

Body Height—

The world-wide income for males is two percent more per one-inch. Not surprising, females over 5’8” earn about 15% more than shorter females.

Body Shapes (Identified by William Sheldon)—

1. Endomorph is a heavier (fat) body type. He claimed that the digestive system probably works slowly. This person, usually, is known to be relaxed and sociable.

2. Ectomorph is a skinny body type. He claimed that the nervous system of this person probably dominates.

3. Mesomorph is a more muscular body type. He claimed that the muscular system probably is predominante.

- Are your patients taking steps to good health?

- Encourage testing for HIV and STDS.

- GetTested.MT.gov

Carolyn Taylor
Ed.D, MN, RN
Non-Verbal Communication: The Silent Giveaway

Increase of height in a man is considered desirable because it suggests, to some, that a person reads a lot. Research findings indicated that people who wore glasses were seen as smarter because it suggests, to some, that a person reads a lot.

Weight—
1. The shift to an approval of increased weight has increased in the past 125 years in the U.S. There could be a connotation that heavier means more wealth and the availability to food.
2. It was a common practice of food consumption, that like to boast about their “heavier” daughter as evidence of the father’s ability to provide food.

Faces—
1. The neutral face (without expression) is determined by others to identify the personality of the person.
2. In this case, there was an agreement that a personality can be identified by the neutral face. Research findings indicated that people who wore glasses were seen as smarter because it suggests, to some, that a person reads a lot.

Notice
PROCEDURES FOR OBJECTING NON-MEMBERS TO FILE WITH MNA OBJECTIONS AS TO THE EXPENDITURES OF DUES FOR PURPOSES NOT GROUNDED TO COLLECTIVE BARGAINING PROCESS

This notice is for all employees working under a Montana Nurses’ Association collective-bargaining agreement that contains a union security clause. A union security clause requires employees to agree that the employer pay MNA membership dues and fees. MNA membership is a valuable asset for working nurses. Federal and state labor laws grant employers and union the right to enter into agreements requiring workers to join and maintain their membership in a union as a condition of employment. This right is consistent with the democratic principle of majority rule and it ensures that everyone who benefits from a union’s representation shares the union’s financial support.

Over the years, the courts and administrative agencies that enforce the labor laws have limited the enforcement of union security clauses. Specifically, the U.S. Supreme Court has held that individuals covered by a collective-bargaining agreement containing a union security clause may not be required to join the union and may only be required to pay that percentage of full union dues and fees that are germane to the collective bargaining process. In other words, workers can be required to financially support a union but they cannot be required to join the union and they only can be required to pay that percentage of full union dues and fees that are germane to the collective bargaining process.

Montana State Hospital is Hiring: Registered Nurses

Montana State Hospital is located in Warm Springs, Montana, just off I-90 near Anaconda, Montana. Paid Vacation, Sick Leave & More.
Nurses Leading on Climate and Health

Elizabeth Schenk, PhD, MHI, RN-BC
Providence-WSU Nurse Scientist/Sustainability Coordinator
Providence St. Patrick Hospital
Assistant Research Professor
Washington State University College of Nursing
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Cara Cook, MS, RN, AHN-BC
Climate Change Program Coordinator
Alliance of Nurses for Healthy Environments
cara@envirn.org

Shanda L. Demorest, DNP, RN-BC, PHN
Clinical Assistant Professor
University of Minnesota School of Nursing
demort20@umn.edu

Nursing is rooted in the principles of health promotion and disease prevention. Nurses help individuals achieve optimal health by educating how to engage in healthy lifestyle choices, ensuring appropriate medication management, and assisting in accessing preventative care. Nurses have also been vital to addressing environmental hazards that affect health.

Now the health sector is experiencing a new challenge. A growing body of evidence indicates the connection between human health and the environment. Health risks include more acute and rise in global temperatures over the past decades is a major challenge. As front-line caregivers for people impacted by climate-related events, understanding the connection between climate change and health is important for nurses. Nurses can also drive change within the health sector to reduce emissions. Hospitals are large users of energy and resources and create substantial amounts of waste, contributing to pollution that worsens climate change. As trusted professionals, nurses hold an immense ability to make a difference, reach many people, and push for action to address climate change.

The Alliance of Nurses for Healthy Environments (ANHE) is a national nurse-led organization working to tap into the power of nurses to address climate change. ANHE has developed a variety of resources specifically for nurses. These resources are available free of charge at envirn.org and include a Climate and Health Toolkit, an online repository of resources and tools for nurses to learn about climate and health and how to take action. Read more about how co-author Dr. Elizabeth Schenk is helping nurses understand the connection between human health and the environment, and how she is working to move nursing and healthcare in a more environmentally sustainable direction: https://bit.ly/2NmyjSU.

Recognizing the potential of nurses as change agents, ANHE has partnered with Health Care Without Harm, an international organization working to transform healthcare by promoting environmentally sustainable practices. This partnership has launched an exciting new campaign called the Nurses Climate Challenge, a nationwide effort to educate 5,000 health professionals on climate and health, with nurses leading the education. Nurses can visit nursesclimatechallenge.org and register to become a Nurse Climate Champion. Champions will then have access to a comprehensive set of tools including:

- Outline and suggested steps for planning educational events (e.g. grand rounds, lunch and learn programs, staff meetings)
- Sample emails to engage hospital leadership
- Resources for educational events, including promotional posters, sample slides for presentations, regional data, and tips and strategies for talking about climate change
- Easy to use guide for taking climate action in practice and home settings

Champions are able to track the amount of people educated and see progress in reaching the challenge goals on the online platform. By acting to address climate change, nurses have an opportunity to improve health on a global scale. Join us in the Nurses Climate Challenge!


**Transition To Practice**
Helena, MT – January 27th & 28th, 2019

**Legislative Day**
Helena, MT – January 31st, 2019

**2019 APRN Pharmacology Conference**
Helena, MT – March 1st & 2nd, 2019

**Labor Retreat**
Chico, MT – April 7th, 8th & 9th, 2019

**MNA Convention**
Helena, MT – October 2nd, 3rd, & 4th 2019

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**MEMBERSHIP MATTERS!**
Montana Nurses Association would like to invite you to join us today!

**BENEFITS INCLUDE:**
- EMPOWERING RNs TO USE THEIR VOICES IN THE WORKPLACE
- IMPROVING PATIENT CARE
- HAVING INPUT REGARDING WAGES & BENEFITS
- CONTINUING EDUCATION OPPORTUNITIES
- LEGISLATIVE REPRESENTATION

Call or email today • jill@mtnurses.org
(406) 442-6710

Applications also available on our website.
mtnurses.org

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**NAESE Conference**
Helena, MT ~ March 1st & 2nd, 2019

**2019 APRN Pharmcology Conference**
Helena, MT ~ March 1st & 2nd, 2019

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**FREE**

To update your contact information, please email or call Montana Nurses Association: jill@mtnurses.org or 406-442-6710

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**LEGISLATIVE DAY AT THE CAPITOL**
Capitol Rotunda
8:30 am - 3:30 pm
January 31, 2019

- MNA is pursuing felony legislation for assault against a nurse or healthcare worker including emergency responders while on duty with the intent to harm.
- Advocate for Nursing
- Meet with your legislators
- Special Guest Speakers
- Lunch Provided

http://leg.mt.gov

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**SAVE THE DATE**

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*MNA Convention*
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**Has your contact information changed?**

New name? New address?
New phone number? New email address?

To update your contact information, please email or call Montana Nurses Association: jill@mtnurses.org or 406-442-6710

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Indian Health Service
Indian Health Service (IHS), is the largest integrated provider of health services for American Indians and Alaska Natives.

Our goal is to raise the health status of the American Indians and Alaska Natives to the highest level and to provide high-quality, client-centered nursing care that is responsive to individual, family and community needs through use of available human and material resources. IHS Nurses serve a critical role in clinics, hospitals and public health outreach programs that are vital to the health of American Indians and Alaska Natives individuals, families and communities. Nurses live and work in some of the most beautiful areas of the country, in communities with deep traditions, located mainly, but not exclusively in rural settings. If you are a new graduate nurse or experienced nurse looking for new challenges, we have a place for you!

Opportunities available in many locations:
- Licensed Practical Nurse
- Registered Nurse
- Obstetrical
- Intensive Care
- Emergency Room
- Operating Room
- Medical/Surgical
- Public Health
- Advanced Practice Nurse
- Nurse Practitioner
- Certified Nurse Midwife
- CRNA
- Supervisory Clinical Nurse

Must possess a current, active, full, and unrestricted license or registration as a professional nurse from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.


Holy Rosary Healthcare - Miles City, Montana
St. James Healthcare - Butte, Montana
St. Vincent Healthcare - Billings, Montana

Generous incentives up to $29,000 are currently available for both experienced and new graduate RNs.

At SCL Health, we care equally about our patients as we do our associates. Our mission of improving the health of the people and communities we serve, especially those who are poor and vulnerable, is evident through our words and our actions. We are happy to offer a variety of work environments to match your nursing passions, including a mix of inpatient and outpatient opportunities.

For more information, please visit bit.ly/MontanaPulse12018 or contact:
Kate Christmas, RN
919-977-6186
Kate.Christmas@sclhealth.org

Your Future Awaits You!!
Let Us Help Today, Call 406.228.9541

Prairie Traveler’s Commitment to our Staff
- Excellent Wages
- Travel Reimbursement
- Paid Lodging
- Flexible Work Schedules
- 24/7 Staff Support
- Varied Work Settings

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Realize your full nursing potential.
Trinity Health nurses are encouraged to enrich their passion to care while nurturing their career goals. Our nurses are respected members of patient care teams. They grow with more opportunities to advance. And are rewarded with benefits second to none. Become the nurse you want to be at Trinity Health.

Nursing! Isn’t What We Do. It’s Who We Are.
Now Hiring Experienced RNs
- Up to $7,500 sign on bonus for Critical Care RNs
- Up to $5,000 sign on bonus for Med Surg RN
- $750 sign on bonus for CNA/LPN/PTC
- Up to $13,000 retention bonus
- Relocation and temporary housing benefits

We are looking for nurses with ICU (medical, surgical and cardiac), medical, surgical, emergency and cath lab experience who want to be part of a dynamic and motivated team to make our communities healthier. Supporting your career and outdoor lifestyle in beautiful Fremont County, nestled between the Wind River and Owl Creek mountain ranges.

To apply or view other career opportunities, visit sagewesthealthcare.com/careers or call 307.335.6269.