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LPNs, and LNAs in Vermont

October, November, December 2019

Inside



**Skills USA National Leadership
and Skills Conference**
Page 6



ANA Membership Assembly
Page 10



ANA Hill Day
Page 12

President's Letter



**Meredith Roberts, Lori Poirier, and
Cynthia Peterson**

As fall begins and leaves transform, the beauty of our state amazes both Vermonters as well as travelers who marvel at the many colors. This year ANA-Vermont is sponsoring the Leaf Peeper Half Marathon October

6th, and ANA members receive their 20% discount by contacting our executive director at vt nurse@ana-vermont.org if they run. Please contact us also if you wish to volunteer. For more information see our event page.

Our September 6th conference in Stowe has an exciting focus on the future of nursing with ANA speaker Dr. Loressa Cole, one of our nation's top 50 clinical executives, who is responsible for operations across the American Nurses Association, American Nurses Credentialing Center, and American Nurses Foundation; State Representative Mari Cordes, RN; and human trafficking expert Tammy Toney-Butler. Disaster planning, simulation, and environmental health are just a few amazing items on the agenda. Our state continues to successfully collaborate with other states in our Northeast Multi-State Division of ANA (NE-MSD), though Rhode is no longer part of the division.

Despite the fear and disruption around us, nurses continue to lead the nation in giving care and comfort to those around us, regardless of age, gender, religion, or immigration status, encouraging better health access to quality care for all.

ANA- Vermont is sponsoring the



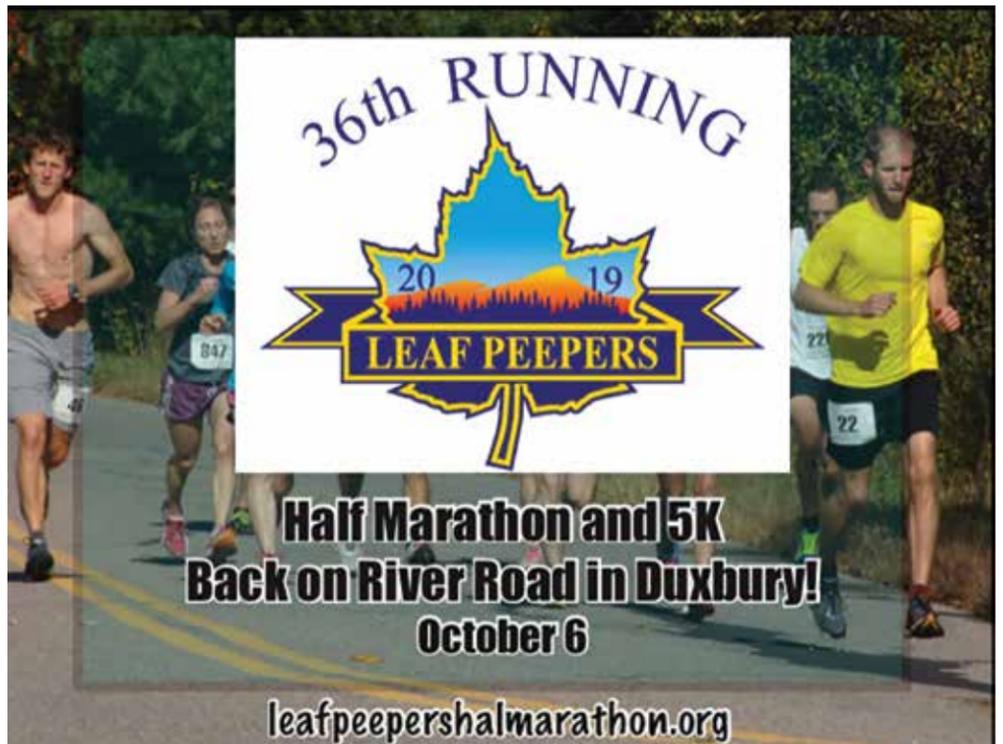
October 6, 2019. Registration is open.

We need volunteers and runners. Please let me know if you are interested in volunteering to help - email vt nurse@ana-vermont.org

The location: River Rd. in Duxbury Vermont. Both races start and finish at the horseshoe entrance to the

Waterbury state office complex. The Half Marathon course is out and back along River Rd. finishing along the trail behind the state offices.

ANA members who run will receive a 20% discount, and ANA Vermont receives a donation. Be a healthy nurse participant.



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A Meditation Moment

by Ramona Fasula

“Nurse burnout” is becoming a common phenomenon within the health care industry. According to a 2017 survey, 63% of nurses are experiencing burnout from their jobs, and 93% report feeling mentally, and or physically tired at the end of the workday. When you are caring for others, self-care is crucial. How can you give others the best quality care, when you are mentally and physically exhausted? Having a regular mindfulness/meditation practice will not only help to rejuvenate the mind and body, it will also help to enrich your focus and concentration at work.

Meditation is training your mind to focus and redirect your thoughts. There are many different types of meditation, but for the beginner, I find that breathing exercises are the easiest way to begin your practice. The benefits of meditation include: a reduction in stress, controlled anxiety, promotion of emotional health, reduction in age-related memory loss, pain management, and decreased blood pressure.

Here’s a simple exercise that can be done while you’re at work. It’s a simple breathing technique much used in Zen practice.

Breath counting

Sit in a comfortable position with spine straight and head inclined slightly forward. Gently close your eyes and take a few deep breaths. Then let the breath come

naturally without trying to influence it. Ideally it will be quiet and slow, but depth may vary.

- To begin the exercise, count “one” to yourself as you exhale.
- The next time you exhale, count “two” and so on up to five
- Then begin a new cycle, counting “one” on the next exhalation.

Never count higher than “five” and count only when you exhale.

Start out with simple exercises that resonate with you as you build your practice. Just five minutes a day can turn your day around, relive stress, and increase your focus and concentration. Its often the little changes in your lifestyle that will make the biggest difference.

Ramona Fasula is a Certified Holistic Health Coach, Certified Stress Management Coach, Certified Meditation Specialist, and Certified Reiki Master. She works with busy professionals to help them live their best life ever-mind, body, and spirit. Check out her website at www.wellnessbyramona.com. If you're interested in a consultation, email her at ramona@wellnessbyramona.com.



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ANA-Vermont welcomes unsolicited manuscripts and suggestions for articles. Manuscripts can be up to:

- 750 words for a press release
- 1500 words for a feature article

Manuscripts should be typed double-spaced and spell-checked with only one space after a period and can be submitted:

- 1) As paper hard copy
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No faxes will be accepted. Authors’ names should be placed after title with credentials and affiliation. Please send a photograph of yourself if you are submitting a feature article.

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All accepted manuscripts may undergo editorial revision to conform to the standards of the newsletter or to improve clarity.

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Please remember to include contact information, as letter authors may need to be contacted by the editors of the VNC for clarification. NOTE: Letters to the Editor reflect the opinions of the letter authors and should not be assumed to reflect the opinions of the ANA-Vermont.

Jean Graham, Editor

Deadlines for the Vermont Nurse Connection

Are you interested in contributing an article to an upcoming issue of the *Vermont Nurse Connection*? If so, here is a list of submission deadlines for the next 2 issues:

Vol. 23 #1 – October 14, 2019
Vol. 23 #2 – January 13, 2020

Articles may be sent to the editors of the *Vermont Nurse Connection* at:

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Discovering and Following Your Intuition

There is a vitality, a life force, an energy, a quickening that is translated through you into action, and because there is only one of you in all of time, this expression is unique. And if you block it, it will never exist through any other medium and it will be lost. The world will not have it. It is not your business to determine how good it is nor how valuable nor how it compares with other expressions. It is your business to keep it yours clearly and directly, to keep the channel open. You don't even have to believe in yourself or your work. You have to keep open and aware directly to the urges that motivate you. Keep the channel open.

~ Martha Graham ^[i]



Priscilla Smith-Trudeau

order for nurses to be able to use their intuition, they must be able to recognize it when it speaks to them. It can be subtle and communicating in different ways for different people. It might speak to you as a feeling or a thought but is not limited to feelings or thoughts. It may speak to you in physical sensations, such as uneasiness in your gut, or a feeling of relief. You may receive intuitive messages through your emotions, such as feelings of uneasiness or confusion when your inner wisdom is directing you away from something – or feelings of excitement and profound peace when you're being guided down a path that will lead you to greater personal joy and abundance.

Intuition is a very powerful thing, more powerful than intellect. Have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary.

~ Steve Jobs

Nurses in clinical practice must make critical decisions often under conditions of great complexity and uncertainty. Decisions must be made correctly and frequently with incomplete, conflicting, or ambiguous data. Such conditions demand that nurses not only develop rigorous analytical skills but acknowledge the use of intuition in making clinical decisions as well. In recent years the discipline of nursing has shown an increased willingness to explore a variety of patterns of knowing, including empirics, aesthetics, ethics, personal knowledge and connected knowing.^[ii] Helen McCutcheon PhD and Jan Pincombe PhD wrote in their article *Intuition: An important tool in the practice of nursing*, that when we read the dictionary definition of intuition, we have a sense of the meaning but there is also a sense of something still not quite defined. Yet we instinctively know what intuition is. That is, of course, an example of intuition in itself; an understanding of the concept based on our feelings, knowledge, and experience. Intuition is a concept neither clearly articulated nor adequately theorized in nursing. They go on to say that the very nature of intuition determines that there will be little agreement on a precise definition and little empirical evidence to support its existence or worth. Neither of these issues detracts from the fact that intuition is an important part of nursing. They concluded that intuition is not some mystical power that appears from nowhere, with no rational explanation or basis. The findings from their study showed that it is a product of the synergy that occurs as a result of the interaction of a number of factors. That intuition exists and has a valid and important role in nursing is beyond dispute; anecdotal evidence supporting the use and importance of intuition is strong and their research sought to establish the use of intuition as a professional and useful tool in nursing, to bring it into the open and to allow nurses to understand its importance to their practice.^[iii]

Practice listening to your intuition, your inner voice; ask questions; be curious; see what you see; hear what you hear; and then act upon what you know to be true. These intuitive powers were given to your soul at birth.

~ Clarissa Pinkola Estés,

Sylvia Clare MSc. mindfulness teacher, poet, and author, suggests that intuition means exactly what it sounds like, in-tuition! An inner tutor or teaching and learning mechanism that takes us forward daily. It is a

resource that, when recognized, has infinite potential and originates in several forms:

- A sudden flash of insight, visual or auditory
- A predictive dream
- A spinal shiver of recognition as something is occurring or told to you
- A sense of knowing something already
- A sense of déjà vu
- A snapshot image of a future scene or event
- Knowledge, perspective or understanding divined from tools which respond to the subconscious mind.^[iv]

Our intuition is like a muscle, we must practice listening to it and trusting its wisdom. When you take the time to ask and keep listening for the answer, being at peace becomes easy. ~ Lisa Prosen

According to Susanna Newsonen MAPP a frequent contributor to *Psychology Today*: “Your intuition is shaped by your past experiences, and your existing knowledge which you gained from them; your intuition is encoded in your brain like “a web of fact and feeling;” and your intuition connects you with all the nerve cells in your body.” Then there was this from Newsonen: “Your intuition connects your body, mind, and spirit, and how those three elements have digested everything from your past. This web of fact and feeling makes you feel expansive, excited, and nervous about a new challenge if it's right. The key to mastering what I consider the sacred gift of intuition is learning to listen to it. The more attention you give it, the more powerful and accurate it will become.”^[v]

There is a voice inside of you that whispers all day long. What's right for you – just listen to the voice that speaks inside.
Anonymous

Priscilla Smith-Trudeau MSM RN BSN CCM CRRN HNB-BC is an author, speaker and healthcare management consultant. She is board certified in holistic nursing and rehabilitation nursing with a focus on integrative health. Holistic nursing is at the core of her nursing practice, self-care and consulting. In order to fully appreciate the challenges facing managers and staff nurses, Priscilla continues to practice as a bedside nurse in an acute rehabilitation

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You will never follow your own inner voice until you clear up the doubts in your mind.
~ Roy T. Bennett *The Light in the Heart*

My most recent experience listening to my intuition happened one evening at work while I was making rounds. My plan was to start at the short end of the hallway. Suddenly and unexpectedly I stopped walking and had a sense that I should turn around and walk in the other direction. I was caught by surprise because I had no idea why I should change course. I stood there for a moment caught up in a moment of indecision. It didn't take me long to realize my intuition was trying to tell me something. I decided to follow my intuition and changed my direction. As I continued to walk down the hallway my instinct directed me to turn to my right and walk into the first patient's room. What I discovered was a patient in respiratory distress in need of immediate medical attention. Intuition can be a powerful assessment tool. In

The ANA-Vermont website has been updated:
ANA-Vermont.org. We will continue to update and expand the website so look out for e-mails and keep checking!

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ANA-Vermont 2019 Fall Conference Celebrates Nurse of the Future

Join ANA-Vermont Friday, September 6, 2019, at the Commodores Inn in Stowe, Vermont for our 2019 Fall Conference with the theme Nurse of the Future. This year promises to be our best conference to date with stimulating topics and engaging speakers. This event offers 4.0 CEU credits. The date launches **Stowe's Jazz Fest Weekend**, so make a long weekend of it; stay, enjoy the music, food and the views of this four-season destination located at the foot of Mount Mansfield.

Register by Sept. 2 to receive the discount room & conference rate to be sure you get one of the 60 seats available. Conference attendees can book with Commodores Inn at Stowe at a discounted room rate. Just mention ANA-Vermont. Register online at: <https://anavermont.nursingnetwork.com/nursing-events/110081-register-here-for-ana-vermont-2019-annual-fall-conference-only-60-seats-available#!info>

Speakers include:

- **Keynote Loressa Cole, DNP, MBA, RN, FACHE, NEA-BC, Chief Executive Officer, ANA Enterprise** will be discussing **Leadership and the Future of Nursing**. Dr. Cole is responsible for the operating activities and implementation of programs for the American Nurses Association (ANA), American Nurses Credentialing Center (ANCC), and American Nurses Foundation. Dr Cole has over 30 years of progressively higher leadership and management experience. She was Chief Officer and Executive Vice President of ANCC, which promotes excellence in nursing and health care globally, and Chief Nursing Officer and Chief Operating Officer positions within the Hospital Corporation of America's (HCA) Capital Division, helping it attain Magnet recognition.
- **Tammy Toney-Butler, RN, CEN, TCRN, CPEN, Anti-Trafficking Consultant, Community Outreach Director**, an expert anti-human trafficking

consultant who is trauma informed, victim-survivor centered, skilled in holistic care, with community outreach education and prevention strategies. She is a Community Outreach Director, Victim Advocate, and Sexual Assault Nurse Examiner, author, and NCLEX Coach with 28 years of emergency department experience. She specializes in abuse, adults, pediatrics, trauma, triage, mentoring and precepting. She is a motivational speaker worldwide for hospitals, nurses, physicians, and allied health professionals. She received a standing ovation at Membership Assembly June 2019 and a position statement was formed based on her testimony

- **Mari Cordes, RN and State Representative** will discuss leadership and advocacy in Vermont
- **David Casey, Public Health Program Administrator, Division of Emergency Preparedness, Response, and Injury Prevention** at the Vermont Department of Health and leader of Vermont's Crisis Standards of Care team will lead a panel discussing disaster preparedness that demonstrates implementation of the new state plan.
- **Michelle Stearns, DNP, MSN, RN, Simulation Program Director for Nursing and Allied Health Program, Vermont Tech** will discuss The State of Simulation in Vermont, how is it being used to teach students, train employees, and more. Dr. Stearns has been an RN for 28 years and is actively involved in simulation lab design, program development, faculty development, and delivery of simulation for allied health students and practicing nurses. She participates in local simulation research as well as national level simulation pilot studies. Her doctoral capstone project focused on faculty comfort with high fidelity simulation as a teaching methodology.
- **Cynthia Peterson, PhD(c)** will discuss how to create Student Trips Abroad with tips from her experience in Peru.
- **Climate and Health Alliance Panel:**
 - o Dan Quinlan (MS, MBA) is the Founder and Coordinator of the Vermont Climate and Health Alliance (VTCHA). VTCHA's mission is to use our expertise to inform the public and our lawmakers about the effects of climate change on human and animal health. In 2018,

VTCHA delivered a letter signed by over 300 Vermont medical and health professionals to the Legislature urging strong and immediate action on climate change, and they have met with the Governor and Lt. Governor. Dan is an independent consultant who has worked with hospitals across New England on energy efficiency and renewable energy capital investment projects, endowment divestment strategies, and other climate change related projects.

- o Christine Carmichael (PhD) is a Postdoctoral Associate at UVM's Rubenstein School of Environment and Natural Resources and Gund Institute for Environment. Her Ph.D. in Forestry at Michigan State University revealed that residents' resistance to a tree-planting program in Detroit was due to their desire for greater involvement in the decision-making process. Christine's current research examines the role of selective representations of a community's past and character, in guiding responses of diverse human communities to a range of health impacts associated with global changes in temperature and precipitation trends.
- o Jared Ulmer (MPH, AICP) is the Climate & Health Program Manager at the Vermont Department of Health. He collaborates with state, local, and non-governmental partners to increase preparedness for climate-related health impacts in Vermont and to promote health improvement through appropriate climate-change mitigation strategies. Jared is a member of the American Institute of Certified Planners and previously worked as a consultant helping communities improve public health through transportation systems, community design, and urban forestry
- Nurse Service Organization will discuss Nurse Malpractice issues.
- Vermont Tech students will discuss their Capstone Projects.
- Ramona Fasula, CEO of Wellness by Ramona, Natural Health Expert, Certified Holistic Health Coach will discuss wellness and self-care

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Workplace Violence

Submitted by Meredith Roberts

Workplace violence must end. People who care for others should not be expected to endure violence. I am sensitive about this issue, perhaps because I have been a recipient of violence. I was not protected, but just expected to continue. I want better for the next generation of nurses. I demand it.

In a 2015 survey of 762 nurse participants aged 26 to 64 years, with over 10 years of experience, 76% experienced violence (verbal abuse by patients, 54.2%; physical abuse by patients, 29.9%; verbal abuse by visitors, 32.9%; and physical by visitors, 3.5%), such as shouting or yelling (60.0% by patients and 35.8% by visitors), swearing or cursing (53.5% by patients and 24.9% by visitors), grabbing (37.8% by patients and 1.1% by visitors), and scratching or kicking (27.4% by patients and 0.8% by visitors) (Speroni, Fitch, Dawson, Dugan and Atherton, 2014). For male nurse Gillespie, who was assaulted dozens of times, abuse came from people with mental illness and substance abuse problems, elderly patients with dementia, family members and caregivers under extreme stress (RWJF, 2015). Gillespie stated, "This is not something that should be part of the job. People can go to jail for hitting a police officer or talking back to a judge, so why are they free to abuse nurses?"

It has not been getting better and others are noticing. Mather, chief nursing officer at Sheridan Memorial, sees it getting worse, and believes it is due to insufficient support for people with mental health conditions or substance abuse problems. "As we see more mental health patients in the emergency room, we also see the number of injured nurses go up." (RWJF, 2015). In Vermont, the House Committee on Health Care went to visit mental health facilities around the state due to the lack of mental health facility beds for people in crisis, and the long waits in emergency rooms. They saw for themselves and were not impressed by much of what they saw, or the number of traveling nurses needed to fill the workforce gap, a critical problem.

Locke, Bromley and Federspiel (2018) found that "67% of all nonfatal workplace violence injuries occur in healthcare, but healthcare represents only 11.5% of the U.S. workforce", and 25% of psychiatric nurses experience disabling injuries from patient assaults. Dvorak (2017) discusses how nurses are routinely yelled at, spat at, punched, kicked, scratched and stabbed by people they are trying to save. She shares examples of nurses pushed down stairs, held hostage, held at gunpoint, beaten and sexually assaulted, and notes that the rates of violence in health care are five to 12 times higher than rates for workers overall.

Nurses are more likely to be attacked at work than prison guards and police officers but incidents remain under-reported with existing protections inadequate to ensure the safety of nurses and patients (The Conversation, 2017). ANA reports that one in four experience physical violence. However, emergency departments have the highest amount of violence in health care, with up to 90% of emergency department staff experiencing some form of violence in their careers, from verbal abuse and threats, to physical violence (The Conversation, 2017). At the recent ANA Webinar (June 13, 2019), when nurses on the call were polled, 83% had experienced violence at work, and 73% had experienced work place violence they did not report. I have signed the pledge to end nurse abuse and hope you do too.

OSHA (2015), notes that approximately 75% of nearly 25,000 workplace assaults reported annually occurred in health care and social service settings. Workers' compensation insurance usually pays the cost, increasing the cost of healthcare as well as nurse burnout and stress.

Yes, even in Vermont I have had patients scream abuse and threats, try to poke me with sharp objects, hit, grab inappropriately, and even stash guns. It happens here. It happens to many. It happened to me.

I was recently at the Capitol in D.C., and met with Vermont legislators and their aides to discuss The Workplace Violence Prevention for Health Care and Social Services Workers Act (S. 851 / H.R. 1309). Please support this bill and make sure your legislator knows how you feel about this topic.

The epidemic must end. Protect future generations from violence. Thank-you

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COURSE DESCRIPTION

Cognitive Behavioral Therapy (CBT-I), now recommended as the first line of treatment for chronic insomnia, is a short term intervention where up to 70% of subjects exhibit a treatment response and more than 50% of these individuals go on to recover good sleep. CBT-I has also been shown to double response and remission rates to antidepressant therapy in depressed patients and to have similar good clinical effects on pain tolerance. Taken together, these aspects of CBT-I treatment efficacy suggest that adding CBT-I to one's existing clinical skill sets is a thing well worth doing.

This activity is intended for Clinical Psychologists, PhD/NP level Nurses, Social Workers, MDs and other clinically licensed professionals who are interested in the assessment and treatment of insomnia. Clinical Trainees are also welcome.

This one-day seminar will provide information on both pharmacologic and behavioral treatment. The majority of the course, however, will be focused on how to conduct CBT-I as an evidenced based intervention for "primary and secondary" insomnia.

If you have questions regarding registration, please contact 800-844-8260.

Please Note: If you plan to attend, please register early as seating is limited. Course is anticipated to fill up quicker than previous years.

'I attended the Basic CBT-I training to gain a basic understanding of interventions to improve sleep. The course exceeded my expectations on all accounts. I was riveted to my seat soaking in the breadth and depth of the content covered (despite a pressing work deadline that weekend)! ... The sessions were informative, entertaining, and full of practical wisdom.'

'What a fantastic course. [The workshop] greatly exceeded my expectations by providing a stimulating and enjoyable program of content that will appeal to all clinicians interested in treating insomnia, regardless of their experience in sleep medicine.'



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Student News

SkillsUSA National Leadership and Skills Conference A Contestant's Perspective



Ryan Beloin, a 2019 graduate of the North Country Career Center Health Sciences Program and the SkillsUSA Vermont Nurse Assisting gold medalist, attended the SkillsUSA NLSC in Louisville, Kentucky June 23-28. Her advisor, Celine Champine, accompanied her. The 56th annual conference was the biggest ever with nearly 18,000 students, teachers, alumni, and business partners attending.

“SkillsUSA is a national membership association serving high school, college and middle school students who are preparing for careers in trade, technical and skilled service occupations, including health occupations, and for further education. SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce” (skillsusa.org). Along with the annual championships, SkillsUSA chapters also focus on professional development, employment skills, community service, fiscal responsibility, social events, and public relations. SkillsUSA Vermont hosts over 60 skills and leadership competitions annually, including several in the health care field—Nurse Assisting, Dental Assisting, Basic Health Care Skills, Medical Terminology, Medical Math, Health Knowledge Bowl, and First Aid/CPR. As the first place winner, Ryan traveled to Louisville to ply her skills against other state gold medalists.

The Nurse Assisting event consisted of an orientation on Tuesday followed by a written knowledge test and an anatomy identification test. Each contestant also submitted a resume. On Thursday, the participants demonstrated their skills at various stations that included taking vital signs, doing range of motion exercises, handwashing, going through an interview, performing CPR and applying an AED, doing perineal and catheter care, and measuring and calculating intake. Attention to safe practice, infection control standards, and patient privacy were big

factors in the final scores as well. Ryan felt honored to represent Vermont at the competition and enjoyed meeting contestants from all over the United States.

As a SkillsUSA Vermont state officer, Ryan had additional duties while she was at the NLSC. However, she did have time to tour downtown Louisville visiting science and modern art museums, walking on the Big Four Bridge over the Ohio River to Indiana, going to Kentucky Kingdom Amusement Park, riding the ubiquitous street scooters, and enjoying delicious barbeque and local ice cream. Ryan truly was a “Champion At Work.”



Ryan Beloin at the Nurse Assisting competition orientation



Ryan Beloin with her State Officer Team



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The State of Vermont offers an excellent total compensation package. To apply, you must use the online job application at careers.vermont.gov. For questions related to your application, please contact the Department of Human Resources, Recruitment Services at (800) 640-1657 (voice) or (800) 253-0191 (TTY/Relay Service). The State of Vermont is an Equal Opportunity Employer.



Student News



Marilyn Rinker Leadership Scholarship Application

Application – 2020 deadline: March 25, 2020

Name: _____
 Address: _____
 Telephone #: _____ Email Address: _____
 Vt RN Lic # _____ VONL member since _____
 School of Nursing: _____
 Currently in which year? 1 2 3 4 year of graduation (if applicable) _____
 Graduate school _____ 1st yr _____ 2nd year _____
 expected date of graduation _____
 If employed in nursing, current employer _____
 Currently receiving Financial Aid, Grants, Scholarships? Yes _____ No _____
 If yes please list the sources _____

Please attach to this form:

1. Résumé
2. Most recent transcript of grades demonstrating a cumulative average of 3.0 (B)
3. A brief essay (500 words or less) describing nursing leadership experience and aspirations, community service experience, commitment to serve in Vermont, and financial need
4. At least two (2) letters of recommendation (at least one academic and one work related)
5. Evidence of acceptance in an accredited program leading to an advanced degree in nursing if not yet matriculated.

I understand that if I receive an Advanced Degree Nurse Leaders Scholarship, I commit to practice nursing in Vermont for a minimum period of two years following graduation.

Student signature: _____ Date: _____

Return application (with attached materials) before March 25, 2020 to:

Martha Buck, VAHHS/VONL
 148 Main Street, Montpelier, VT 05602
 (802)223-3461/ext. 111 Martha@vahhs.org

Marilyn Rinker Memorial Scholarship

The Marilyn Rinker Memorial Scholarship Award was established by the Vermont Organization of Nurse Leaders in 2009 to honor Marilyn’s lifelong commitment and dedication to professional nursing practice, nursing education and leadership. Marilyn held many leadership positions during the course of her career such as Nursing Director for Medicine and Cardiology at Fletcher Allen Health Care (University of Vermont Medical Center); Oncology Clinical Coordinator at the Vermont Regional Cancer Center; Clinical Research Nurse and Educator in Vermont and Rhode Island; and, BSN Nursing Program Director at Norwich University. Marilyn also served as the Executive Director of the Vermont State Nurses’ Association and President of the Vermont Organization of Nurse Leaders.

This award provides scholarship support in the amount of \$1000 for a qualified registered nurse to participate in an approved course of study leading to an advanced degree with an emphasis in nursing leadership.

Application Criteria for the Marilyn Rinker Memorial Award

1. Current member of ONL
2. Registered nurse or advanced practice registered nurse currently licensed in the state of VT*
3. Demonstrated commitment to nursing leadership as evidenced by participation in professional seminars, organizations, work accomplishments, project, recommendations of peers
4. Currently enrolled or accepted in an accredited program that will lead to an advanced degree in nursing
5. Willingness to commit to completing the program as indicated by realistic timeframe.
6. GPA of 3.0 or the equivalent
7. Two (2) supportive professional recommendations
8. A double-spaced, short essay (500 words or less) of the reasons this nominee should receive the award according to the criteria listed above
9. Nominee’s current Curriculum Vitae

Nominations must be submitted by March 25, 2020. Annual scholarship award announcement will be made at the member reception and awards gala at the ONL Annual Meeting.

*Vermont RNs will receive first priority. Applicants from other states will be considered if there are no applicants from Vermont or the scholarship criteria are not met by applicants from Vermont.

The Arthur L. Davis Publishing Agency, Inc. 2020 Scholarship

Vermont State Nurses Foundation, Inc.
 4 Carmichael Street, Suite 111, #215
 Essex, VT 05452
 (802) 651-8886

Applications for the \$1,000 scholarship are open to ANA-Vermont members who are currently enrolled in an undergraduate or graduate nursing program and who are active in a professional nursing organization.

Submit your application by August 1, 2020 by filling out the online form:

https://docs.google.com/forms/d/1HOXJkAdlshV2ioeRV3fkEsr16_rDxVh-2ec3ttST_hU/viewform?c=0&w=1



Application for the 2020 Pat & Frank Allen Scholarship



Vermont State Nurses Foundation, Inc.
 4 Carmichael Street, Suite 111, #215
 Essex, VT 05452
 (802) 651-8886

The Pat & Frank Allen Scholarship is a \$1500.00 award given to a registered nurse who is a matriculated student in an accredited nursing program.

Applications must be submitted by August 1, 2020. You do not have to be a member of ANA-Vermont but priority will be given to ANA-Vermont members, please go online to fill out the form: https://docs.google.com/forms/d/1HOXJkAdlshV2ioeRV3fkEsr16_rDxVh-2ec3ttST_hU/viewform?c=0&w=1

Application for the 2020 Judy Cohen Scholarship

Vermont State Nurses Foundation, Inc.
 4 Carmichael Street, Suite 111, #215
 Essex, VT 05452
 (802) 651-8886

The Judy Cohen Scholarship is a \$2,000 award given to a registered nurse who is in a baccalaureate or higher degree accredited nursing program.

Applications must be submitted by August 1, 2020. You do not have to be a member of ANA-Vermont but priority will be given to ANA-Vermont members.

To apply for the scholarship, please fill out this form:

https://docs.google.com/forms/d/1HOXJkAdlshV2ioeRV3fkEsr16_rDxVh-2ec3ttST_hU/viewform?c=0&w=1

ANA-Vermont Awards Vermont Tech Nurse Winners

ANA-Vermont recognizes leadership and clinical excellence in nursing students by providing an award, book, and a year of free membership to the American Nurses Association locally and nationally. All nursing schools in Vermont can receive leadership and excellence awards for their students.

Amy Swarr was the Vermont Tech recipient of the Bachelor of Science Leadership Award. Amy was recommended by multiple faculty and Associate Dean of Nursing at Vermont Tech Sarah Billings-Berg DC, DNP, RN, CNE. Her write up included that she maintained the highest of marks in every course, as well as acting as the BSN student-to-faculty representative for the 2018-2019 academic year. She demonstrated the utmost professionalism conveying student concerns in an objective manner and offered creative suggestions for program delivery improvement. She was a role model for peers and exhibited academic progression throughout the Vermont Tech PN – ADN – and BSN programs. She ran in the Corporate Cup race as part of the ANA-Vermont team, and will be on the ANA-Vermont ballot for new graduate on the Board of Directors for 2020.

Andrew Jones is a newly graduated Associate of Science Nursing Degree (ADN) student who will take his RN licensure exam. He won the Vermont Tech Clinical Excellence Award, a highly sought-after award for being the best Vermont Tech ADN nurse student in the clinical setting around the state, and is a candidate for seamless progression into the BSN program. Before becoming an Associate Degree student, he was an LPN who had excellent grades and progressed seamlessly into the Associate degree program. It is expected he will progress to the BSN program as well.

Congratulations to both Andrew Jones and Amy Swarr.



Meredith Roberts and Andrew Jones



Meredith Roberts and Amy Swarr



Meredith Roberts, Andrew Jones, and Sarah Billings Berg



Meredith Roberts, Amy Swarr, and Sarah Billings Berg

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ANA/ANA-Vermont News

ANA-Vermont Corporate Cup Racing Team

May 16th was the 36th running of the Vermont Corporate Cup Challenge & State Agency Race 2019 in Montpelier, Vermont. ANA-Vermont again sponsored a team comprised of Amy Swarr, Danielle Piper, and Cynthia Peterson after offering to sponsor volunteer teams of members on our website and member letter. Our American Nurses Association of Vermont team ran with all members completing the race and ending in the top third. To add to the celebration, runners received a 2019 Nursing Week sports bottle reminding them of 4 million reasons to celebrate. Hear more about these amazing team members! Danielle is a 57 year old diabetic who ran on an insulin pump. Amy competed while in her final weeks of nursing school, and is now a BSN graduate. Congratulations! Cynthia is completing her PhD dissertation and will be sharing more about her studies of refugees at our fall conference. This team is inspiring and I am so proud of them. I know many nurses are so busy it is hard for them to take time for events such as self-care and community, but these three don't let anything stand in the way of their nursing leadership and inspiring causes that help others.

Funds raised from this event go to the Governor's Council on Physical Fitness and Sports to promote physical fitness through development of services and programs, and research. Through these funds a program called Exercise Is Medicine Community Wellness Grants is funded. Physical activity plays an integral role in the preventing, treating and managing of chronic diseases and promotes health. Physical activity is integrated into healthcare and links patients to community resources with the ultimate goal of implementing interventions that will slow, stop, and reverse the progression of chronic diseases. Some groups that have benefited from these grants in the past include: The Community Health Center of Burlington who piloted an exercise and healthy lifestyle educational walking group for patients at high risk for chronic diseases; the Pride Center of VT received funds to provide trauma-informed yoga classes to LGBTQ community members, many of whom are survivors of violence; trauma informed yoga classes for the refugee populations, free fitness classes for citizens with physical limitations; and *Move for Wellbeing*, a program that encourages seniors to be physically active; and in Bellows Falls, to subsidize fees for children in lower income homes to participate in recreation and sports.

The next racing event is the Leaf Peeper Marathon, October 6th. ANA-Vermont members receive a discount if running, and in addition, \$5 will be donated to ANA-Vermont for each runner. We need volunteers to help with the event, not just runners. Join us and help your community as well as being part of a great event.



Corporate Cup Start



Amy Swarr



Danielle Piper, Meredith Roberts, and Cynthia Peterson



Cynthia Peterson, Amy Swarr, and Danielle Piper



Meredith Roberts, Danielle Piper, Amy Swarr, and Cynthia Peterson

ANA/ANA-Vermont News

Membership Assembly 2019

ANA Membership Assembly (MA) occurred June 21-22 at the Grand Hyatt in Washington, DC, right after Hill day, the 20th. The welcome reception for MA occurred the evening of the 20th after a leadership briefing. Membership Assembly is the time when nurse representatives from all over the nation come to vote on everything, from by-laws to position statements, that affect legislation and nursing practice. Candidates for elected positions share their stance and discuss viewpoints. June 21st began with the report of the nominations committee, then an inspiring speech by ANA President Ernest Grant. The Healthy Nurse Healthy Nation initiative has hit 100,000 participants, and nurse advocacy on all levels is considered a priority. President Grant shared how people are at three levels: in the loop, out of the loop, and those who don't know that there is a loop. President Grant added that "If there were not those who were discontented, the world would not reach anything better" though we "may need to fix what is better. It's about stepping up. I want to fan the flame of leadership." He noted how we need a healthier more equitable society and better healthcare for all, and ended by noting how nurses "Lead society to find solutions- don't stand still; stand together and let's stand tall."

ANA subsidiaries (ANCC, ANA Foundation, American Academy of Nursing) reported, and Dr. Suzanne Miyamoto Chief Executive Officer of the American Academy of Nursing shared how she wants to build strong partnerships for greater impact and shared priorities such as advancing health, wellness, and equity, and noted the importance of competence and making a difference through legislative action.

ANA Chief Financial Officer Hatmaker began by reporting on staffing research and encouraging Medicare, Medicaid recommendations to Congress. Health system

transformation was discussed and how everyone deserves access to the highest quality of care. She shared that ANA will update the scope of practice document next year which is the basis for practice standards for specialty organizations. ANA's strategic goal of nurse innovation was also mentioned and NursePitch, which is equal to our own shark tank. The first winners of innovations were awarded this spring, and applications start in January for next year. Robotics partnership to study service robotics experience, and the ethical implications thereof, was another topic and the goal of integral partners in the healthcare journey. Education on new roles, consumer relationships and relationships with content providers, the success of Healthy Nurse Healthy Nation, and follow up on previous forum topics such as opioids, right to die, presidential endorsement, as well as new position statements, practitioner prescribing, and student loan help for individuals studying opioid-related topics brought her report to conclusion.

Jennifer Mensik, the ANA treasurer reported positively on ANA's long term financial sustainability sharing how in 2018 ANA revenue exceeded the budget by nearly 2.7 million, and expenses were less than expected by 2.9 million, resulting in an operating profit of 5.6 million. Last year's Assembly request and the treasurer's promise for greater financial transparency led to this report being included this year. The new accreditation branch and ANCC Magnet Program helped to increase revenues beyond expectation. Net assets are up to \$54 Million in 2019, which is up from \$47 million in 2018. The ANCC branch usually makes a profit, while the Enterprise side commonly has some loss, which balances out, and membership continues to increase.

Then the By-laws and Value Pricing Pilot (VPP) were discussed. There was much discussion of by-laws with

many members sharing their thoughts. By the 22nd, some suggestions for amendments were removed, and other sections rewritten before approval. The approved By-laws are now available on the website, and as we are no longer a bargaining unit for unions, that wording was removed. The VPP pilot which keeps our member dues low, but requires more members for sustainability, was approved for the institution. Vermont was one of the original seven pilot members to trial this approach to keep members' dues low for a combined membership that is local and national.

In the afternoon, Dialogue Forums were held on Vaccination Compliance, DACA Recipients' Eligibility to Take the NCLEX, Visibility of Nurses in the Media, and Human Trafficking. The speaker on Human Trafficking received a standing ovation and will be speaking at our Sept 6th Vermont Fall Conference. Position statements on these issues were formed and voted on June 22nd. In brief,

1. Human Trafficking- After learning 67% to 88% of human trafficking survivors had contact with a healthcare provider during their victimization and were not identified, the Membership Assembly approved overwhelmingly to:
 - Educate nurses on the use of effective screening tools when an individual comes in contact with a healthcare facility.
 - Advocate for the use of human trafficking protocols in all 50 states and U.S. territories.
 - Promote Adverse Childhood Experiences (ACEs) education and use baseline scoring in prevention education and risk mitigation.
 - Promote trauma-informed care using a collaborative approach when dealing with a human trafficking victim/survivor.
 - Engage with the community on awareness and prevention campaigns related to human trafficking.

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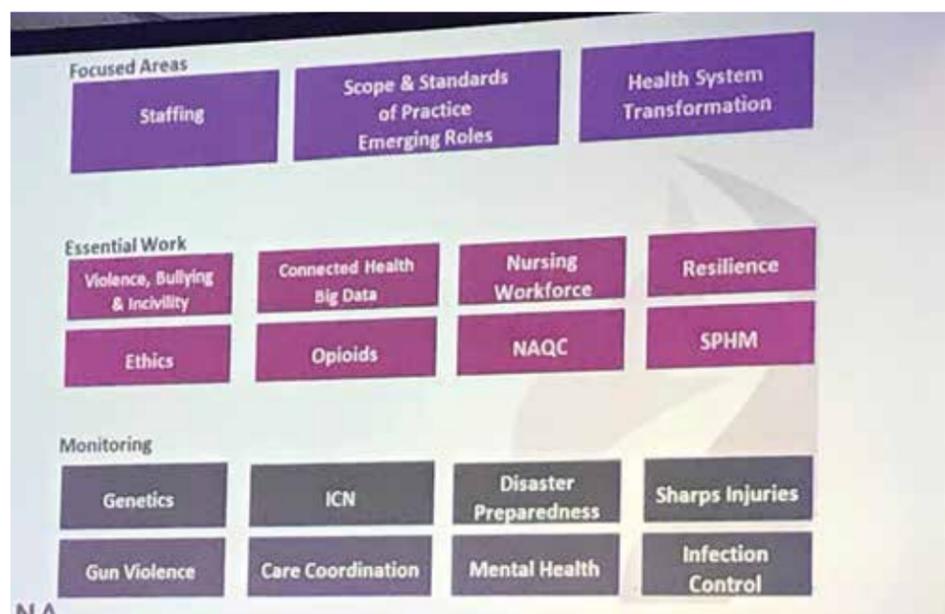
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Ernest Grant, ANA President & Dr. Lorissa Cole, Enterprise President



Enterprise Areas of Focus

ANA/ANA-Vermont News

Membership Assembly 2019

2. DACA Recipients' Eligibility to take NCLEX- The approved recommendation promotes legislation to allow eligible DACA nursing students to take NCLEX exams in all 50 states of the United States, thereby increasing the diversity of the nursing workforce. It also advocates that schools of nursing disclose, prior to admission, potential barriers to meeting eligibility requirements to take the NCLEX.
3. Vaccination Compliance – After discussion of the evolving climate and growth in vaccination noncompliance, coupled with outbreaks of eradicated and vaccine-preventable illnesses, and education needs, a position statement was recommended that removed religious exemptions and required mandatory annual medical exemption recertification renewal. Additionally, the recommendation included advocating for increased funding for social marketing education campaigns, incentives for vaccine-compliant parents, and reimbursements to providers who have high vaccination compliance as well as the establishment of a standardized state, and/or federal, immunization database
4. Nurses in the Media - Nurses remain largely invisible in health news stories with low visibility as leaders in health care, despite being considered the most trusted profession. Nursing as a profession is chronically trivialized by the media. A culture where nurses are valued by journalists, the media, physicians, policymakers, and the public was promoted: "4 million nurses, 4 million voices, Invisible No More." Recommendations of media

advocacy tools, leadership development and media ambassadors, media training, use of social media, mentorship, and how to talk to legislators and journalists, influence media, and how to position nurses as influencers was recommended. A database of experts and developing recordings similar to NPR's Story Corps, as a strategy to tell nursing's story were some ideas. For more information, you can access the full recommendations on the ANA-Vermont website.

For the national presidential endorsement process, membership agreed to engage rather than endorse candidates as an institution, though exceptions were possible.

Douglas Davis, President of the National Student Nurses Association (NSNA) that mentors and prepares nursing students spoke on the 22nd. NSNA members can be ANA members free of charge. Many resolutions were shared and coming events:

- Mid-Year Conference takes place in Chicago, IL, Oct. 31-Nov. 3, 2019 at the Chicago O'Hare Hyatt Regency. The 68th Annual Convention will be in Orlando, FL, April 15-19, 2020.

Chief Executive Officer Dr. Loressa Cole, who oversees the ANA Foundation, ANCC, and the ANA, and who has been voted one of the 50 most influential executives in America, reported next. It was heartening to hear that previous ANA President Pam Cipriano is now the first Vice President of the International Council

of Nurses (ICN) the world's widest-reaching international organization for health professionals, which is operated by nurses and leads nurses internationally, to ensure quality nursing care for all, and sound health policies globally.

Dr. Cole shared that the National Council of State Boards of Nursing (NCSBN) is now a partner; however, ANA is not the Board of Nursing. The roles of these organizations are different. For example, ANA-Vermont advocates for the nursing profession, while the Vermont State Board of Nursing does not, but instead oversees discipline and licensing. ANA is a member centered non-profit organization.

Dr. Cole reminded us that even the Pope recommends that for nurses to help patients we must take care of ourselves. She will be the keynote speaker at our Vermont Fall conference.

Vermont nurses also attended the eastern regional (ESREC) meeting on the 21st where regional as well as national concerns such as the VPP were discussed, and advocacy debated. We agree that the sleeping giant of nursing needs to awaken.

There are opportunities to meet candidates and review profiles throughout the conference. Vermont delegates chose the best candidates for positions such as Director at Large, and Vice president on the 22nd. There is a position for Director-at-Large recent graduate that would be a great opportunity for a Vermont candidate next year. Announcements for submitting applications are sent out annually. Being a part of ANA is a great way to grow leadership skills, promote the profession and the quality of healthcare. Join.



Cynthia Peterson (in foreground) attending Membership Assembly



Carlene Ferrier, Meredith Roberts, and Catherine Lorello



Ernest Grant, ANA President

ANA/ANA-Vermont News

Leadership Lessons and Worldly Wisdom from Membership Assembly

At the 2019 Membership Assembly Conference, I had the privilege of hearing the ethical journeys of multiple past ANA presidents shared during a lunchtime discussion. Let me share just a few tips I gleaned.

The first president who spoke was Barbara Nichols, the first black president of ANA in 1979, and who shared she was the only black nurse at Children's Hospital in 1959. She learned that as people were not listening to her, she needed to get them to pay attention, which she did by becoming the Head Nurse. She belonged to ANA as was expected of a professional nurse, and she had no mentor, but was a good observer, and noted how knowledge and performance counts. She is now thought of as a Living Legend of the American Academy of Nursing.

The next past president to speak was Dr. Lucille Joel, who noted that she was the first in her family to graduate from High School, and shared she had immigrant roots and roots in psychology. It was the expectation in her time to follow, not lead, until assigned. She joined the NJ State Nurses when she graduated, and learned more about leadership. She advises nurses to remember where you come from, and listen wherever you go. You can never go back. Do the dirty work from behind the scenes, servant leadership, and remember your obligation to develop younger talent, which is different from mentoring. Give them opportunities and advantages, and know your biases. This from a woman who became the VP of the International Council of Nurses and president of CGFNS International.

The third speaker and past president was Virginia Trotter Betts, who mentioned getting started in a family of nurses, and how nursing was more than just a job. She joined ANA as soon as she graduated. She also had a psych background and mentioned being a single Mom. She was on a legislative committee after getting her law degree and was the first woman lawyer in her family and advocated for healthcare.

The next past president to speak was Beverly Malone, a psychiatric mental health nurse who first considered herself to be a country nurse before she got educated, with her mother as first mentor, and grandmother, picking medicinal plants. She had many mentors and a government subsidy to encourage her direction and education. Dr. Hildegard Peplau was one of her influential mentors. As well as being influential at ANA, she has also led the National League of Nursing as CEO. She shares that leadership is not a sole endeavor. Take the locks off your door.

Next was Mary Foley, who was president of her student nurses association before being president of ANA. She had a mentor and loved governance. She was part of her state nurse organization as well. She advises, "when someone asks you to do something, say yes."

Barbara Blakeney spoke next, sharing her roots as a diploma graduate. She convinced the chair (Lilly) and others to agree that if an opportunity presents itself, take it. Her background was in public health, helping people who were homeless. She shared the importance of knowing and trusting yourself, and if something fails, at least daring greatly and striving to do the deed. There is the power of the group. "Sometimes we are pulled out of harm's way, and sometimes not, and you learn." "Don't tie yourself to a timetable."

Rebecca Patton DNP was deliberate about becoming president and learned what the ANA was all about. She grew up wanting to lead and be a nurse, and was good at numbers. Hence, she became a treasurer as it came naturally. She valued education but was not one of "those old ladies on podiums." She got to be friends with the Dean at school after she got in trouble. Every nurse is a leader. It takes a village. Listen.

Karen Daley was influenced by an illness in the family. She saw care done, loved clinical care, then was injured, a needlestick injury. She had to stop working which was a big loss to her, with grief and a new identity created. Barbara Blakeney encouraged her to run for the ANA Board, as it was not on her radar. Take care of self too, she says. Life-long learning is important, with curiosity and questioning.

Ernest Grant is our current ANA president, an expert burn nurse, who assisted victims of the World Trade Center site, and the first black nurse to be elected to the role of 36th ANA President. I am proud to be part of an organization that has vision and models critical thinking in leadership.



Hill Day 2019

ANA held its annual Hill Day on June 20th. Nurses from all over the nation lobbied Capitol Hill on Title VIII reauthorization, the Home Health Planning Improvement Act, the Workplace Violence Prevention for Health Care and Social Service Workers Act, along with ANA's position on safe staffing. Vermont nurses were there.

The day started with a legislative briefing at the Grand Hyatt, with ANA President Ernest Grant. Nurses and future nurses met in our nation's capital to meet face-to-face with their representatives in Congress. ANA-Vermont president Lori Poirier, Delegate and Secretary Cynthia Peterson, and Executive Director Meredith Roberts visited the offices of Senator Patrick Leahy, Senator Bernie Sanders, and Representative Peter Welch to discuss The Workplace Violence Prevention for Health Care and Social Services Workers Act (S. 851 / H.R. 1309) which Representative Welch cosponsored. Also discussed was The Home Health Care Planning Improvement Act of 2019 (S.296/ H.R. 2150) that allows APRNs to order Home Health Services, rather than waiting for a physician order. Senator Leahy is one of the sponsors of this Bill. Another topic of discussion was Title VIII Nursing Workforce Reauthorization Act (H.R. 728/S.1399) to help in alleviating the critical nurse workforce shortage. Funding for education is critically needed at a time when new nurses in Vermont often earn more than many high degree educators. Representative Peter Welch and Senior Legislative Assistant Isaac Loeb sat down to hear us discuss safe staffing and workforce concerns, and listened to our stories with concern. They need to hear from you.

Virtual Hill Day efforts and related social media bolstered in-person meetings and focused on the urgency behind passing ANA-backed workplace violence legislation. The ANA-PAC was successful at fundraising at Membership Assembly raising over \$40,000 as well.

Please make sure your legislator knows how you feel about these topics.



Hill Day 2019



Rep. Peter Welch (D-VT)



Cynthia Peterson, Lori Poirier, Meredith Roberts visit Sen. Patrick Leahy's office



Visiting Michaela Yarnell at Sen. Sanders office (L-R: Lori Poirier, Cynthia Peterson, Michaela Yarnell, Meredith Roberts)

ANA/ANA-Vermont News

July Update from the Vermont Statehouse

The ending of the legislative session was tumultuous. This is the first year of a biennium, so bills that do not crossover in 2019 can resume the legislative process in January 2020.

Bills of interest to nurses that crossed over but did not pass:

S.42 An act requiring at least one member of the Green Mountain Care Board to be a health care professional passed the Senate and is now in the House Committee on Health Care.

Much discussion and testimony was taken but it **stalled** in the House Committee

S.65 Banning baby bumper bill passed the Senate and crossed to Human Services: **stalled** on House side

S.117 An act relating to the therapeutic use of cannabis that was passed by the Senate, is still under discussion in the House Committee Human Services- **stalled**

H.83 An act relating to female genital cutting that passed the House, went to the Judiciary Committee and is **stalled**: Senate Committee on Health and Welfare on motion of Senator Sears

Bill pending passage due to amendment

H.107 an act relating to paid family and medical leave that passed the House crossed over to the Rules committee and went to the Senate Committee on Economic Development, Housing and General Affairs MUCH discussion- House 5/24/2019 - Senate Message, adopted in concurrence with proposal of amendment but they never reached consensus

Bills passed by the House & Senate, approved by the Governor so enacted (now law)

Act 1 (H.3) An act relating to ethnic and social equity studies standards for public schools

Act 3 (S.109) An act relating to captive insurance companies & risk retention groups

Act 4 (H.218) An act relating to lead poisoning prevention (affects 18 VSA)

Act 5 (S.14) An act relating to extending the moratorium on home health agency certificates of need

Act 6 (H.532) An act relating to fiscal year 2019 budget adjustments (affects 18 VSA)

Act 7 (was H.7) An act relating to second degree aggravated domestic assault 4/23 signed

Act 15 (H.204) An act relating to miscellaneous provisions affecting navigators, Medicaid records, and the Department of Vermont Health Access

Act 16 (H.321) An act relating to aggravated murder for killing a firefighter or an emergency medical provider

Act 17 (S.53) An act relating to determining the proportion of health care spending allocated to primary care

This bill proposes to require the Green Mountain Care Board to determine the proportion of health care spending currently allocated to primary care, recommend the proportion that should be allocated to primary care, and project the avoided costs that would likely result if that proportion were achieved. It would then direct certain payers to provide a plan.

Act 19 (was S.89) An act relating to allowing reflective health benefit plans at all metal levels Signed by Governor May 6, 2019

Act 21 (S.49) An act relating to the regulation of polyfluoroalkyl substances (PFAS) in drinking and surface waters. This bill proposes to adopt a maximum contaminant level for these substances under the Agency of Natural Resources's Water Supply Rule, which means amending Vermont Quality Standards to include criteria or limitations on PFAS. 4/26/19 passed

Act 22 (H.26) An act relating to restricting retail and Internet sales of electronic cigarettes, liquid nicotine, and tobacco paraphernalia in Vermont which passed the House

and Senate: Senate 5/16/2019 - House message: Governor approved bill on May 16, 2019

Act 26 (H.528) An act relating to the Rural Health Services Task Force, which creates a Rural Health Services Task Force and evaluates the sustainability of rural health services. It passed the House and Senate 5/16/2019 - House message: Governor approved bill on May 16, 2019

Act 27 (S.86) An act relating to increasing the legal age for buying and using cigarettes, electronic cigarettes, and other tobacco products from 18 to 21 years of age that passed the Senate and House with an amendment added. House 5/16/2019 - Senate Message, Signed by Governor

Act 28 (H.47) An act relating to the taxation of electronic cigarettes that passed the House and Senate Senate 5/23/2019 - House message: Governor approved bill on May 23, 2019

Act 30 (H.104) Act Summary An act relating to professions and occupations regulated by the Office of Professional Regulation

Act 35 (H 205) An act relating to the regulation of neonicotinoid pesticides Signed by Governor on May 28, 2019

Act 43 (S.43) An act relating to prohibiting prior authorization requirements for medication-assisted treatment

Passed the House and Senate 5/30/2019 - Signed by Governor on May 30, 2019

Act 47 (H. 57) An act relating to preserving the right to abortion that passed the House and Senate: Senate 5/13/2019 - House message: House concurred in Senate proposal of amendment

Act 48 (H.132) An act relating to adopting protections against housing discrimination for victims of domestic and sexual violence that passed the House, received a Favorable report with proposal of amendment by Senate. House 5/24/2019 - Rules Suspended and Action on the bill messaged to the Senate forthwith and the bill delivered to the Governor forthwith as moved by Rep. LaClair of Barre Town.

Act 52 (S.7) An act relating to social service integration within Vermont's healthcare system passed the Senate and is being revised in the House Committee on Health Care. The bill proposes to require the Green Mountain Care Board to conduct an evaluation of the extent to which social services are integrated into accountable care organizations

Act 53 (S.31) An act relating to informed health care financial decision making passed the senate

This bill requires providers to have an understandable explanation of charges that reflects the patient's entire financial obligation House 5/21/2019 - Senate Message, House proposal of amendment concurred in- passed/signed

Act 54 (S.41) An act relating to regulating entities that administer health reimbursement arrangements in House Committee on Health Care. House 5/15/2019 - Senate Message, House proposal of amendment concurred in. Passed House and Senate, Signed by Governor on June 10, 2019

Act 55 (S.73) An act relating to licensure of ambulatory surgical centers that passed the Senate and House: Senate 5/23/2019 - passed by Senate and House. Signed

Act 66 (S.40) An act relating to testing and remediation of lead in the drinking water of schools and child care facilities. House 5/22/2019 - Senate message, report of committee of conference adopted. Passed House and senate and signed into law

Act 68 (S.111) An act relating to the U.S. Department of Veterans Affairs' Airborne Hazards and Open Burn Pit Registry which passed the Senate and House Senate 5/14/2019 - As passed by Senate and House, signed into law

Act 69 (S.113) An act relating to the management of single-use products. This is the bill about plastic bags you have heard much about. No more plastic grocery bags at checkout...

Senate 5/22/2019 - As passed by Senate and House- signed into law

Act 62 (H.63) An act relating to weatherization, a Public Utility Commission proceeding, and unclaimed beverage container deposit Signed by Governor on June 17, 2019

Act 63 (H.524) An act relating to health insurance and the individual mandate,

House 5/22/2019 - Senate Message, House proposal of amendment concurred in and passed by House and Senate - Signed into law June 17

Act 70 (H.527) An Act Relating to Executive Branch and Judicial Branch Fees Bill (licensing fees) It passed in the House and discusses increasing nurse licensing fees. Passed the House and Senate

Biennial renewal fees for PN's : \$175, Biennial renewal for RN's \$190, Biennial renewal APRN's \$125 5/23/19 Delivered to the Governor June 12

Act 72 (H.542) An act relating to making appropriations for the support of government, which includes the framework of workforce funding submitted to the Health Reform Oversight Committee that includes tuition assistance and loan repayment for masters level clinicians with a MSW, MA, or MS; bachelors level direct service staff; and nurses. It also includes how the Vermont State Colleges shall use the Global Commitment funds appropriated in this section to support the dental hygiene, respiratory therapy, and nursing programs. Pending passage, with the House adopting the Conference Committee report 5/24

Act 75 (S.55) An act relating to the regulation of toxic substances and hazardous materials

This bill proposes to establish an Interagency Committee on Chemical Management to evaluate chemical inventories in the State and identify potential risks from the inventories. The bill would require a manufacturer of a children's product containing a chemical of high concern to children (CHCC) to report the brand name, product model, and universal product code.

Passed the Senate and House 5/22/19, Delivered to the Governor June 13

Act 78 (H. 162) An act relating to removal of buprenorphine from the misdemeanor crime of possession of a narcotic. It **stalled** in the House Committee on Human Services

Act 80 (H.533) an act relating to workforce development passed House and senate: House 5/24/2019 - Senate message, report of committee of conference adopted Helps workforce training/debt. Passed by conference committee and signed by Governor June 19, 2019

Act 82 (S.146) An act relating to substance misuse prevention, passed in the senate and amendment added. Senate 5/20/2019 - House message House concurred in Senate proposal of amendment to House proposal of amendment

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ANA/ANA-Vermont News

Vermont New Members April - June 2019

Elizabeth Anderson	Thomas Devoyd	Suzanne Linden
Christina Bell	Catherine Dewey	Christina Olcott
Donna Clark-Kelsey	Lisa Eaton	Kateri Phillips
Tabitha Clewst	Jessa May Fuddy	Carrie Thibault
Colleen Cunningham	Jessica Gilman	Minta Trivette
Kelly Davis	Eileen Girling	Terry Trombino
Sarah Dayton	Chelsie Hatfield	Samantha Usher
	Jennifer Leather	

July Compact Discussion

July 18th, stakeholders were invited to meet with the Office of Professional Regulation to discuss the Nurse Compact. Discussion was on the RN/LPN version, not the APRN. After defining the compact as a state to state agreement that addresses a problem, it was shared how the Nurse Licensure Compact would allow members to go to other member compact states to practice. The compact is now present in 33 states, and prevails in the Midwest and southern states. Many travelers have compact licenses. If a person with a compact license moves, they apply for a new compact license proving residency. If they move to a non-compact state then a new license application is needed. If a nurse with a regular license moves to a compact state, they can keep their state license and get a compact license as well. For example, currently a Vermont nurse going to NH could keep their Vermont license and get a compact license. The APRN version includes three other states with full APRN practice authority, and Vermont cannot be included due to the contact hour component.

A survey to gauge interest will go out to all nurses and will be open two weeks. By early August survey responses will be tallied. Analysis will be done in September and recommendations to the Office of Professional Regulation (OPR) by October. A white paper will share results on the Board of Nursing (BON) page. Legislative action is possible by the new legislative session as early as January.

Many nurses and educators are interested. New nurses can apply for jobs in multiple states, some of which have sign on bonuses, and educators can teach across state lines more easily. The compact reduces the administrative burden to the BON by reducing the application workload, and reduces paperwork for employers and nurses. As far as power and governance, it was shared that we would be part of the governance structure, and Vermont would have a seat, "sort of" though we would give up power. There would be less knowledge of who is working in the state. There are scope of practice differences the employer must discuss with compact nurses.

A complaint is investigated by the home state or where a nurse is working. Both states can pursue an investigation at the same time. Usually the state where the nurse is practicing leads the investigation for practical reasons, such as ease of attaining information. Currently the BON does not get outside information on discipline early. If Vermont was a compact member the BON would know immediately, not months later. Regarding discipline, the Vermont BON currently affects only nurses within our borders; however, with the Compact it is possible to affect the ability of resident nurses to practice in the home state and compact states. Only the home state of the practitioner can do this. For example, if a VT nurse diverts in NH, their ability to practice in Vermont and all compact states could be affected.

License fees will increase. Fees increased this past year to \$190 for RN's and \$175 for LPN's, but the BON expects to increase fee rates \$100 more to cover their expected budget gap of nearly \$1 million, and the compact participation fee of \$6000 a year. The expected rate for RN's will be \$280, and for LPN's \$245. The fee is expected to be the same for the Vermont license, and the Compact license. Requirements for the compact include:

- Proficiency in English (exam)
- Passing the NCLEX
- Fingerprinting required
- No disciplined licenses, no felony or misdemeanor related to the profession, and you cannot be enrolled in an alternative (drug related) program

Be sure to take the survey to let your view be heard, and stay tuned for results and possible legislation.

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ANA/ANA-Vermont News

ANA-Vermont Membership Application



For assistance with your membership application, contact ANA's Membership Billing Department at (800) 923-7709 or e-mail us at memberinfo@ana.org

Essential Information

First Name/MI/Last Name	Date of Birth	Gender: Male/Female
Mailing Address Line 1	Credentials	
Mailing Address Line 2	Phone Number	Circle preference: Home/Work
City/State/Zip	Email address	
County		

Professional Information

Employer	Current Employment Status: (ie: full-time nurse)
Type of Work Setting: (ie: hospital)	Current Position Title: (ie: staff nurse)
Practice Area: (ie: pediatrics)	RN License # State

Ways to Pay

Monthly Payment - \$15

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Dues:\$

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American Nurses Foundation Contribution (optional).....\$

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Credit Card Number Expiration Date (MM/YY)

Authorization Signature

Printed Name

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ANA-Vermont Foundation — Honor a Nurse Campaign

Nursing continues to be the most trusted profession as indicated in annual surveys. This attests to the collective contributions nurses make as they care for patients, families and communities. Efforts of individual nurses however deserve special recognition by colleagues, employers, patients, families and friends. There are many reasons to Honor a Nurse such as: to thank a mentor, to acknowledge excellent care given by a nurse to a patient, to celebrate a milestone such as a birthday or retirement, or to recognize a promotion. Just think for a moment, you will know a nurse to honor. Celebration: The honored nurses and the persons nominating them will be recognized at the ANA-Vermont Convention in 2020. The honored nurses each will receive a certificate identifying the person recognizing her/him as well as the reason for the honor. Submit nominations by: September 1, 2020. All contributions are tax deductible to the full extent allowed by law. ANA-VT Foundation is a 501(c)3 organization. Nominations this year are online.

Please go here to nominate someone:
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