



Nebraska Nurse

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“Building Bridges” a Success!

The 2010 Nurses’ Day at the Legislature was a success with over 200 registrants, Senators and staff in attendance. Anticipating a larger crowd, this year’s event, “Nurses: Building Bridges for Nursing” was held at the Cornhusker Marriott Hotel in downtown Lincoln—a short two-block walk from the State Capitol. Everyone enjoyed a hot, buffet breakfast and visiting with senators and senatorial staff from 7:30 to 9:00. Senators were introduced by NNA’s new lobbyist, Don Wesely with the O’Hara Lindsay Governmental Relations firm; and they spoke of special issues or legislative bills of interest. From 9:00 a.m. to noon, registrants participated in an Issues Forum, which consisted of a report from Dr. Marilyn Valerio on the Nebraska Center for Nursing, a presentation on the “Power of a Nurse’s Voice” from Don Wesely, an overview of the Nebraska legislative process by Dr. Linda Jensen, short briefings from the nursing organizations present on their top issues, and roundtable discussions where important nursing issues were identified and reported out to the large group.

Each registrant was given a legislative summary of the bills that NNA is supporting or opposing this session. NNA’s “Bill Tracker” is available to members through the “For Members Only” page of the website at www.NebraskaNurses.org. Members just need to use their login to access this information and more.

The Nebraska Organization of Nurse Leaders provided support in the planning process with NNA, as well as sponsorship dollars for the event. The Nebraska Emergency Nurses Association also provided event sponsorship at the top level. Sponsoring in part were the Nebraska Center for Nursing and the Nebraska Assembly of Nursing Deans and Directors. NNA thanks all our sponsors as well as the participants for a most successful event!



Senator Kent Rogert (right) of Tekamah visits with young nurses during breakfast.

Building Bridges continued on page 5

Emergency Nurses New Organizational Affiliate

The Nebraska Emergency Nurses Association (ENA) recently joined the Nebraska Nurses Association (NNA) as an organizational affiliate member. This category of membership is open to all nursing and health related organizations with missions and purposes harmonious with NNA’s, and whose governing body is composed of a majority of registered nurses. Cinda Zimmer, MSN, RN, President of NNA, applauded ENA for reaching out to NNA through this membership. “The collaboration opportunities that exist for our two organizations are numerous; and we look forward to ENA’s active involvement in NNA.”

ENA is a state council affiliated with the Emergency Nurses Association and chartered by the National Emergency Nurses Association to implement its philosophy, objectives, and leadership on the state level and to coordinate the activities within the state, in accord with the ENA Bylaws and Procedures. Their objectives are:

- To promote and implement the philosophy and objective of the Emergency Nurses Association. To provide leadership by identifying and addressing issues affecting emergency care and emergency nursing practice.
- To provide and promote continuing education opportunities.
- To liaison with other professional organizations and agencies:
 - American College of Emergency Physicians (ACEP)
 - Emergency Medical Services (EMS) and Emergency Medical Services-Children (EMS-C)
 - Emergency Nurses CARE/Injury Prevention (ENCARE)
 - Liaison Group of Nebraska Nurse Organizations
 - Nebraska Nurses Association
 - State Board of Nursing
 - Others
- To monitor legislative issues affecting emergency care and emergency nursing practice.
- To maintain a statewide emergency nursing network to address professional issues.
- To implement ENA Bylaws and Procedures at the state level.
- To serve as a resource to special interest groups and individual members.

ENA provides annual CE programs (ENA Scientific Assembly and ENA Leadership Challenge) and have an annual Fall Conference. All registered nurses are invited to attend their meetings. Visit their web-site at www.enanebraska.org.

NNA welcomes ENA as an organizational affiliate member!

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Celebrate Nurses’ Week 2010: May 6-12



National Nurses’ Week begins each year on May 6th and ends on May 12th, Florence Nightingale’s birthday. As of 1998, May 8 was designated as **National Student Nurses Day**, to be celebrated annually. And as of 2003, **National School Nurse**

Day is celebrated on the Wednesday within National Nurses’ Week each year. This year it lands on May 5.

The nursing profession has been supported and promoted by the American Nurses Association (ANA) since 1896. Each of ANA’s state and territorial nurses associations promotes the nursing profession at the state and regional levels. Each conducts celebrations on these dates to recognize the contributions that nurses and nursing make to the community. The ANA supports and encourages National Nurses’ Week recognition programs through the state and district nurses associations, other specialty nursing organizations, educational facilities, and independent health care companies and institutions.

Celebrate Nurses continued on page 5

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President's Column

A recent survey conducted by Gallup on behalf of the Robert Wood Johnson Foundation entitled "Nursing Leadership from Bedside to Boardroom: Opinion Leaders' Perceptions," found that "a strong majority say nurses should have more influence than they do now on health policy, planning and management." Dr. Risa Lavizzo-Mourey, president of the Robert Wood Johnson Foundation stated "This survey shows that opinion leaders recognize that we are squandering opportunities to learn from nurses and implement their ideas." Read this report at www.nursingworld.org/DocumentVault/NewsAnnouncements/RWJF-Gallup-Poll.aspx.



Cinda Zimmer

So, how do we influence health care? How do we make our opinions and knowledge of what is optimum for our patients (advocating) known to our employers, our representatives, our government? Be aware of healthcare policies and procedures. Work with your local, state, regional and national representatives to advise and inform them of your professional role, the necessity of nurses to improve patient outcomes and the importance of nursing in patient education and preventive care. Each of us has a responsibility to our nursing profession to inform the public of health care issues.

May 6th is recognized as National Nurses' Day and the week of May 6-12 is National Nurses' Week. During this time of recognition, turn to your colleagues and

express your appreciation for the opportunity of working with caring, compassionate, competent nurses. One of my colleagues, Linda Stones, RN, BSN, MS, CRRN spoke at the NNA Legislative Day and offered this brief parable:

I am a Nurse, but what does that mean?

If I can dribble a ball and shoot a basket, does that make me a basketball player?

What if I never step onto a basketball court as part of a team or understand the rules of the game?

Unless you understand the rules of the game (Nursing Scope and Standards of Practice) and are a part of the Team (Belong to a Professional Organization), are you really a Nurse?

Now, we in nursing can choose to be a street pick up team, or we can choose to support a NBA or a WNBA team. I suggest that within Nursing we have the talent and professionalism to put together one of the most talented Professional teams. We must all work together and commit to being a member of the team to be in a position to advance Nursing. We can play in the big leagues—we just need you to join the team!

I am a Nurse, are you? Join the team!

It is an exciting time to be a nurse. Congratulations to each of you that have chosen nursing as your professional career. Our profession permits us to share in the human experiences of suffering, pain, loss, sadness, love, hope and joy. May you find daily satisfaction in being a nurse. I am a Nurse, are you? Join our team! NNA needs your enthusiasm, experience and energy. (Membership application on page 10.)

NNA's Mission:

The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people. (Adopted 10/95, NNA House of Delegates)

NNA's Vision:

Nebraska Nurses Association will be an effective voice for nurses; and an advocate for Nebraska consumers on issues relating to health. (Affirmed 12/04/2004, NNA Board of Directors)

Critical Success Factors for Vision:

- State and districts set mutual priorities
- Evaluate the success of the restructuring of NNA
- Enhance grass roots activities for membership involvement
- Advocate for statewide quality healthcare (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Core Issues:

1. Workplace Rights
2. Appropriate Staffing
3. Workplace Health & Safety
 - a. Patients
 - b. Community/Public Health
 - c. Workplace
4. Continuing Competence (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Official Publication:

The *Nebraska Nurse* is the official publication of the Nebraska Nurses Association (NNA) published quarterly. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

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You can leave a message at any time!

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Lincoln NE 68501-2086

Questions about your nursing license?

Contact the **Nebraska Board of Nursing** at:

(402) 471-4376. The NBON is part of the Nebraska Health and Human Services System Regulation and Licensure.

Questions about stories in the *Nebraska Nurse*?

Contact: NNA.

Photo on front page: "Linoma Beach".

Photo by: J. Nabb.

"Halfway between Lincoln and Omaha, the Linoma Beach Lighthouse beckons wayward travelers from miles around."

Writer's Guidelines:

Any topic related to nursing will be considered for publication in the *Nebraska Nurse*.

Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members.

Photos are welcomed, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.

Submitted material is due by the 12th of the month in January, April, July and October of each year.

You may submit your material in the following ways:

Prepare as a Word document and attach it to an e-mail sent to Executive@NebraskaNurses.org.

Provide document on a disc clearly labeled with your name and return address.

Mail hard copy to NNA at PO Box 82086, Lincoln NE 68501-2086 or email to Executive@NebraskaNurses.org. Submissions should be prepared on white paper and double-spaced.

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NNA 2010 Calendar

Executive Director's Column

by Annette Harmon

March



- 1 The *Nebraska Nurse* is in your mailbox
- 4 NNA Board Meeting, 7:30 pm CT, Conference Call
- 13-14 ANA Constituent Assembly—Silver Spring, MD
- 15 CE Approval Committee meets
- 18 NNLC Nursing Summit, Kearney Holiday Inn
- 31 Intent to run for NNA office deadline
- TBA Bylaws Committee meets

April

- 1 NNA Board Meeting, 7:30 pm CT, Conference Call
- 12 *Nebraska Nurse*: Articles for the June/July/August issue are due to NNA state office
- 15 NNA Candidate Profiles Due
- 21 Commission on Nursing Practice & Professional Development Conf. Call—7:00 p.m. CT
- 24 District 2 Nurses' Celebration Brunch (Omaha)
- 26 District 3 Nurses' Celebration Dinner (Lincoln)
- 27 District 1 Nurses' Celebration Dinner (Hastings)
- 28 District 6 Nurses' Celebration Dinner (Norfolk)
- 29 District 7 Nurses' Celebration Lunch (North Platte)
- 30 District 9 Nurses' Celebration Lunch (Bassett)

May

- 3 District 5 Nurses' Celebration Dinner (Scottsbluff)
- 6 National Nurses' Day. Nurses' Week begins
- 6 NNA Board Meeting, 7:30 pm CT, Conference Call
- 8 National Student Nurses' Day
- 12 Florence Nightingale's birthday. Nurses' Week concludes
- 31 Memorial Day, NNA office closed

June

- 1 The *Nebraska Nurse* is in your mailbox
- 3 NNA Board Meeting, 7:30 pm CT, Conference Call
- 15 Convention Speaker bios and objectives due
- 15 ANA Constituent Assembly, Washington Hilton & Towers, Washington, DC
- 16-19 ANA House of Delegates, Washington Hilton & Towers, Washington, DC
- 30 NNA Book of Reports submissions due to NNA office

By the time this newsletter hits your mailbox around the first of March, we will be looking for signs of spring, rebirth and growth. It has been a long, cold, snowy winter—and I'm ready for spring and all that it brings!

I'm especially looking forward to our Nurses' Week celebrations coming up in April and May. These are always excellent opportunities for remembering "why we do what we do" as nurses—and to celebrate that; but it is also an opportunity for the Association to recall our mission and why WE do what we do. NNA exists to support and promote registered nurses and nursing as a profession. We've "got your back." In the halls of the state Capitol, our eyes and ears monitor what's going on and are ever watchful for threats to your scope of practice and to your livelihood—wherever you practice or are involved in nursing. We use our limited resources as efficiently and effectively as possible to fulfill that mission.

In return, we need individuals who are just as committed to the nursing profession as we are to use their talents, skills and time to support our work. For the most part these are nurses, volunteering and doing what they can to support the mission. But we also have other "partners" just as committed to NNA's success and to the success of individuals in nursing. Some of these organizations are nursing-related; others are businesses or institutions. For example, our 2010 Nurses' Day at the Legislature was a great success, with the collaboration and sponsorship of the Nebraska Organization of Nurse Leaders and the Nebraska Emergency Nurses Association. Also helping out were the Nebraska Assembly of Nursing Deans & Directors and the Nebraska Center for Nursing. We thank and celebrate these organizations; and look forward to working with them more in the future.



Annette Harmon

Other partners include our newsletter publisher: Arthur Davis Publishing Agency, who supports our mission in a number of ways; from sponsoring annual scholarships to publishing our annual Book of Reports for convention to providing sponsorship dollars and more. They are a great advocate for nursing, and I'm glad they are on our team.

We have a partner in our professional liability carrier: Marsh (formerly called Marsh Affinity). They provide data and statistics on liability claims against nurses; and offer competitively priced liability insurance products that protect our nurses and their careers. Marsh also has provided sponsorship dollars to our association in the past. They understand the business of nursing; and I'm glad they are on our team.

There are also affinity partners Bank of America and Affiniscape Career Center, as well as Mutual of Omaha and AAA Nebraska. At the national level, with membership in the American Nurses Association, the partnerships quickly multiply. I'm glad they are all on our team, too.

The amazing thing is that all of the above, especially NNA and ANA, are focused on nurses—on YOU. All of these partners and resources are garnered and coordinated on your behalf, just for you. You are also one of our resources. Whatever you can do as a volunteer for the Association will make a difference.

So we celebrate nurses—we celebrate YOU—not just this April and May but all year long and in so many ways with so many partners. Happy Nurses' Week 2010!

Around the Districts



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Donna Montemayor




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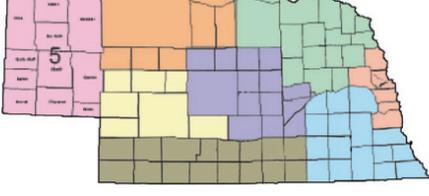
Rita Schmitz, MSN, RN




DISTRICT 5

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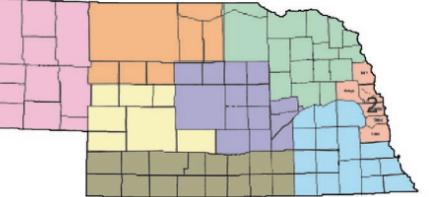
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Bonnie Kokes, BSN



District 3

What a fascinating and wonderful time to be involved with ANA/NNA. We read and watch closely the daily debate about health care reform. It is exciting to see nurses on the forefront in Washington working alongside our nation's leaders to arrive at the best possible outcome for all Americans. District 3 encouraged all members to attend the Nebraska Nurses' Day at the Legislature on February 4, 2010. This day provided an opportune time for nurses to interact with our State legislators about issues that impact nursing and the residents of Nebraska.

The District 3 Board met for the first time this year on January 5, 2010. At this meeting we set our monthly calendar. We want to encourage all district members to attend the board meetings which will be held on the first Tuesday of the month. It was decided that each board member will host a meeting, if possible, at her place of employment. Agendas for each meeting with the location will be sent out to all District 3 members. The Board set the goals for the year at the February meeting, and voted on final approval of the revised Operational Guidelines for District 3. The Legislative committee, spearheaded by Kathy Hoebelheinrich, has been working on the guideline revisions over the past year. We sincerely want to thank Kathy for all of her hard work.

All District 3 members are encouraged to contact any Board member with questions or concerns. It is an honor to serve as the President for District 3 for the 2010 year.

District 5

New Years' greetings from District 5! Our district has had a busy and productive year. We met five times over the past year. Here is a recap of the events that took place in our district.

Nurses' Day Event: Events consisted of radio announcements to promote nursing during the week, development of a poster highlighting the work of nurses in our district, and then a dinner on May 4th.

Meetings with Senator Harms: Over the spring and summer we met with and had phone conferences with Senator Harms to discuss issues related to nursing. Our efforts focused on educating him about issues in nursing and we look forward to working with him this year regarding safe staffing, violence in the workplace, and the need for more nurses and nurse educators.

Convention: Four members of our district attended the convention this year. Our district worked collaboratively with District 2 to bring forth a resolution addressing violence in the workplace. We were honored that one of our members, Wendy Wells, received the *Nebraska Nurses Association Outstanding Achievement In Nursing Award* at the convention.

Annual meeting: We elected new officers, so you can look forward to seeing some new names and faces from our district: Rob Flynn, President Elect; Trina Aguirre, Treasurer; Jordan Colwell, Membership Chair; Jane Wisniewski, Legislative Committee; Micky Anderson, Delegate; Austin Engels, Delegate; and Connie Morrill, Bylaws Committee.

During this past year, two members of our district passed away: Clella Bowen and Thelma Merritt. Both were long time members of our district and will be missed.

We will begin 2010 with our first meeting in February, when we will do some strategic planning to focus our efforts for the upcoming year. Our plan is to meet at least five times again this year, doing all that we can to promote nursing practice, education, and overall the mission of our organization.

District 2

This year has started out with great sadness with the unexpected death of our friend and fellow board member, Anna Cohn. We will deeply miss her sweet, quiet spirit and quick wit. Our sympathies go out to Edward and to other members of Anna's family. She will be greatly missed.

District 2 has many activities planned for the coming year. The first general district meeting will be held on March 25th at Lakeside Hospital at 6:30. There will be a guest speaker. Everyone is welcome.

The annual Celebrate Nursing Breakfast will be held on April 24th at the Georgetowne Club, 2440 South 141st Circle in Omaha. We will be presenting the Positive Image of Nursing Awards to worthy nurses nominated for this honor by their peers. Registration will begin at 8:15 and breakfast at 9:00. Our guest speaker will be Laurie Asher, a nurse who ministered to the needs of families in the bush areas of Ethiopia. You do not want to miss this presentation.

Other planned activities include a Political Reception in August and a continuing education day on September 16th from 8:30-12:30 to be held at Lakeside Hospital Swanson Conference Center. The topic is "Preventing Terrorism in the Professional Health Care Environment." We have guest presenters who will address this topic from many different perspectives.

DISTRICT 4

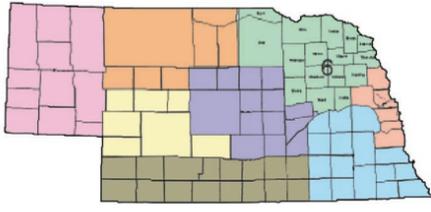
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Around the Districts continued on page 5

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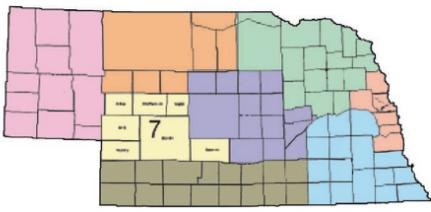


District 6

District 6 members continue to meet quarterly by conference call. However, to celebrate Nurses Week, a dinner meeting will be held Wednesday, April 28th at 6 PM at Prenger's in Norfolk. We look forward to an evening of getting reacquainted. We welcome any nurse who would like to learn more about NNA to join us that evening. For more information, contact Pam List at 402-528-7278 or plist@fcswp.org.

DISTRICT 7

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DISTRICT 9

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raymerfarms@nntc.net



Betsy Raymer, RN



District 9

District 9 held its meeting on January 14, 2010 at the Wood Lake Cafe. We were enjoying the warmer weather! Nurses' week was discussed and will be finalized at the next meeting. We would love to have you stop and see us! We meet every other month and would enjoy your company!



Karen Wiley (at podium), President of Nebraska Emergency Nurses Association, discusses ENA's issues, while Linda Stones, Chair of NNA's Commission on Advocacy & Representation, Ruby Houck, Nebraska Nurse Practitioners, and Cinda Zimmer, NNA President, listen in.



Sue Rohlf, with Nebraska Organization of Nurse Leaders, Linda Stones, event host, and Don Wesely, NNA Lobbyist, give opening remarks.



Table spokespersons reported out on their small group discussions.



Former State Senator and Lincoln Mayor, Don Wesely (now NNA's lobbyist) describes his experience with the Unicameral and his support for nursing issues.

Celebrate Nurses continued from page 1

In Nebraska, the Nebraska Nurses Association (NNA) has asked the Governor to issue a proclamation declaring May 6-12 as Nurses' Week and asking all citizens to recognize the contributions that registered nurses make within healthcare everyday.

Our Districts are also planning regional celebrations and these are the dates/locations as of the time of publication:

April 15 (Thursday)	District 4	St. Paul (Library)–Dinner
April 24 (Saturday)	District 2	Omaha (Georgetowne Club)–Brunch
April 26 (Monday)	District 3	Lincoln–Dinner
April 28 (Wed.)	District 6	Norfolk (Prenger's)–Dinner
April 29 (Thursday)	District 7	North Platte (Mid-Plains Community College)–Lunch
April 30 (Friday)	District 9	Bassett (Rock Co. Hospital)–Lunch
May 3 (Monday)	District 5	Scottsbluff–Dinner

Check the website calendar for more up-to-date information (www.NebraskaNurses.org), or call the NNA office at 402-475-3859 for more details.

Town Hall Workshops

In addition to the above celebrations across the state, we will be hosting four "Town Hall Workshops" in various locations. These workshops are designed to get input from nurses as to what the nursing issues are in their area and in the state. We are putting the final touches on the dates/locations/agendas; and will post the information on our website around the first of March. Use your "nursing voice"—attend a town hall workshop this spring!

Gifts for Nurses

Looking for a unique gift to honor a special nurse in your life or your workplace? Look no further! For the "nurse who already has everything," consider a gift in their honor to the Nebraska Nurses Foundation. Gifts can be in any dollar amount, and can even be charged to your credit card. They are tax deductible to the extent allowed by law; and can be designated for the nursing scholarship fund or left unrestricted. Notice of your gift is mailed to the nurse you are honoring; and a receipt is mailed to you for your records. You may donate online (click on the purple gift box in the upper, right side of our home page (www.NebraskaNurses.org)) or by contacting NNA's Executive Director, Annette Belitz Harmon at 402-475-3859.

NNA is Working for You

Report from Commission on Advocacy and Representation

by Linda Stones, RN, BSN, MS, CRRN
Commission Chair

This is my first year chairing this Commission, so I thought a good place to start is with a brief orientation of the Commission and their work. I also would be remiss if I failed to mention some changes new to the Commission this year and a brief review of this year's legislation that might be of interest to nurses, and finish off with a call to action.

The Commission: The Commission consists of ten members who are elected by the general membership. Two members are from each of the three Congressional Districts and four at-large members. To be eligible to serve on the Commission, individuals must hold a current NNA membership. Individuals serve a two-year term but are eligible to serve two consecutive terms. This year the Commission members are: Marilee Aufdenkamp (Hastings), Maureen Bausch (Holland), Kathy Harrison (McCook), Linda Jensen (Papillion), Joan McVay (Gering), Pat Moeller (Pierce), Jean Phelan (Omaha), Mary Scherling (Beatrice), Karen Wiley (Omaha) and Linda Stones (Crete). The NNA Executive Director and Lobbyist serve on the Commission in ex-officio capacities.

Commission Activities:

The Commission is responsible for receiving and disseminating information on workplace issues, analyzing local, state and federal legislation on nursing

and healthcare, and engage membership involvement in addressing practice issues. The Commission's actions are guided by a legislative platform that is adopted by the NNA House of Delegates. The Executive Director and the NNA Lobbyist work in conjunction with the Commission to represent Nebraska Nurses.

New this Year:

The Commission is excited to welcome NNA's new lobbyist, Don Wesely of O'Hara and Lindsay Governmental Relations firm. Don Wesely is a former mayor of Lincoln and State Senator who served as chair of the Health and Human Services Committee for fourteen of his twenty years in the Legislature. Don brings a tremendous amount of legislative experience and knowledge to the Commission. He has been a long time supporter of nurses and will strengthen the Commission's ability to advocate for Nebraska nurses.

Also this year, the Commission is working on developing closer collaboration with other nursing groups within the state. Nurses' Day at the Legislature was held February 4th at the Cornhusker Hotel. The theme for this year was "Nurses: Building Bridges for Nursing." Several nursing organizations presented issues during a time of sharing information. Nebraska Organization of Nurse Leaders and the Nebraska Nurses Association were involved in planning this event. Sponsors of the event included the Nebraska Emergency Nurses Association, the Nebraska Organization of Nurse Leaders, the Nebraska Center for Nursing and the Nebraska Assembly of Nursing

Deans & Directors. Thanks to their support it was a great event. The Commission will look for more opportunities to work with these and other nursing groups.

There are several bills that were introduced during this session that pertain to nursing. A few of the bills of interest include LB766 which will extend the Nebraska Center for Nursing; LB 812 which changes the Uniform Credentialing Act regarding complaint investigations; LB866 which increases restrictions to dispensing of medications; and LB835 related to Medical Liability. NNA members can view the NNA "Bill Tracker", which identifies all bills the NNA will be monitoring, supporting or opposing, on the NNA website. Go to www.NebraskaNurses.org and click on "Nursing Issues and News" and then "Legislation." You will need to login as a member to view this information.

Call to Action:

In order to effectively advocate for nurses, the Commission needs your help. One voice is sometimes difficult to be heard, but a large unified group speaking one message can increase the likelihood of being heard. We need to add your voice to our nursing message. So if you are not a member of NNA, get signed up! If you are a member of NNA, we need you to let us know if you would be willing to talk to your State Senator. We need a nurse in each Legislative District identified so we can take our nursing message across the entire state. If you would be willing to meet with your State Senator, please send an email to admin@nebraskanurses.org. Send your name, address, phone and State Senator's name. Nurses, we can make a difference together!

Report from NNA Commission on Nursing Practice and Professional Development (NPPD)

by Teresa Anderson, MSN, RNC-OB, NE-BC
Commission Chair

The Commission on Nursing Practice and Professional Development has been busy since convention! We selected a chair person, welcomed newly elected members and had two highly productive teleconference meetings. The members of our group include Teresa Anderson (Chair), Brenda Bergman-Evans, Kathy Corbett, Michelle Huber, Carol Kampschnieder, Torri Merten, Jessica Rowell, Debbie Ussery, and Rita Weber.

To assure appropriate use of resources, we spent our November 19th meeting reviewing the Commission's responsibilities, as outlined in the NNA Bylaws:

- Promote the application of ANA standards for nursing practice
- Evaluate relevant scientific and educational developments, changes in health needs and practices, with reference to their implications for continuing nursing education
- Promote the correlation of educational standards and practice competencies
- Address and respond to human rights and ethics concerns related to nursing practice, education, and research
- Promote the code for nurses
- Promote the utilization of research findings through dissemination of information to all areas of nursing

Promoting ANA Standards for Nursing Practice

We are taking concrete steps to address the needs of the organization and these responsibilities by prioritizing our activities for this year. We are beginning by promoting the application of the ANA standards for nursing practice. Kathy Corbett has provided us with the first of a series of

articles reviewing the ANA standards of practice (refer to her article on Nursing Administration within this issue of *Nebraska Nurse*). We hope that these updates will encourage Nebraska nurses to strive for excellence in patient care based upon these standards. Review articles or commentaries are welcome!

Evaluating Relevant Scientific and Educational Developments

The focus of our January 27th meeting was our second goal, which is to assist with the evaluation of relevant scientific and educational developments. We will start by offering information related to evidence-based practice resources.

We highly recommend the website for the *National Guideline Clearinghouse* (www.guideline.gov), which is a public resource for evidence-based clinical practice guidelines. The *National Guideline Clearinghouse* (NGC) is an initiative of the Agency for Healthcare Research and Quality (AHRQ), U.S. Department of Health and Human Services. The NCG offers syntheses of selected guidelines that cover similar topic areas and commentary from experts in the field. Browse through this site today! Watch for other EBP resources in future issues of the *Nebraska Nurse*.

We are also evaluating vendors who might be able to provide our nurses with cost-effective access to online nursing continuing education programs. This work is in the early stages, but will be the focus of our next meeting, scheduled for Wednesday, March 24.

Authorship Opportunity!

The Nebraska Nurses Association Commission on Nursing Practice and Professional Development (NPPD) is seeking authors and aspiring authors to assist in writing "reviews" of the American Nurses Association scope and standards of practice. Have you used any or all of the ANA Standards in your work? We would love to have your input about the value of these resources in advancing your practice or enhancing your knowledge. It is a great opportunity for a professional publication and there are experts on our team ready to assist with editorial support and mentoring. Get started today!

For more information, contact Teresa Anderson, Chair of the Commission for more information:
Teresa Anderson, MSB, RNC-OB, NE-BC
5211 Underwood Avenue, Omaha, NE 68132
tlanderson@cox.net
(402) 556-4274 (home) or (402) 679-1551

NNA is Working for You

Updated Scope and Standards for Nursing Practice

by Kathy Corbett, MSN, RN

Author's note: This article cannot replace or represent all of the information contained in *Nursing Administration Scope and Standards of Practice*. The updated version of the nurse administrator's role has significant changes reflecting the importance of collaboration and diversity within the complexities of health care. In some ways every nurse is a leader and should be aware of and epitomize the scope and standards of nursing administration.

In 2009, the American Nurses Association recently published new and updated editions of the scope and standards of practice for nurse administration, cardiovascular nursing, and forensic nursing. The Nebraska Nurses Association's (NNA) Commission on Nursing Practice and Professional Development (NPPD) will be writing a series of articles to be posted in the *Nebraska Nurse* to apprise you of the scope and standards updates in these three areas. The first article is on the scope and standards of practice for nurse administration. Of course, you can go to ANA's website (<http://www.nursingworld.org/>) under the "Professional Nursing Practice" tab to order any scope of practice book. ANA has researched and collaborated with numerous nursing specialty organizations to develop standards for twenty-eight nursing specialties.

Within the practice of nursing administration there are various levels of management. In the previous scope and standards for this specialty, the levels were defined as the Nurse Executive role and the Nurse Manager role. The 2009 update, *Nursing Administration: Scope and Standards of Practice*, demonstrates the versatility of the nurse administrator who can have organizational-wide authority, unit/service-line authority, or be program/project focused. The nurse administrator role is varied and defined more by a nurse's "sphere of influence" than by job title. "Nurse administrators emerge as representatives of their profession and advocates for nursing and healthcare systems that provide excellence in care and improve health, patient safety, and quality" (ANA, 2009, p. 2).

Nurse administrators (NAs) in the organization-wide role are responsible for the organization of nursing services provided within the context of the health care organization. NAs create the *Vision*, providing leadership, and developing and communicating the standards under which nursing personnel will practice. Those standards must follow standards of professional organizations, statutes, regulations, and the goals and resources of the organization, as well as meet the changing needs of the client and the expectations of the family.

Nurses account for a large proportion of the employees of health care organizations (HCOs), therefore; the nurse administrator at the organization-wide level must participate as a full member of the executive team. He or she is the key spokesperson for the delivery of nursing care. Collaboration between nursing and other professional disciplines helps to achieve mutual goals in client care and, therefore, the goals of the HCO. Nurse administrators with organization-wide authority need to be involved in the strategic planning process and budget preparation to be able to acquire and allocate resources (staffing, materials, financial). This level of accountability requires the nurse administrator to have a higher level of educational preparation, including knowledge of other professional domains.

At the organization-wide level, the NA must be a change agent who evaluates and revises the system and/or processes in which care is delivered to ensure it is safe, timely, and effective. Skills required of the nurse administrator include sophisticated critical thinking, innovation, conflict management, negotiation, and problem-solving. Nurse administrators must understand the legal and financial outcomes related to human resource management to ensure protection from legal liability and retention of nursing staff who are undeniably the backbone of complex health care systems.

Another important duty of the NA is to ensure that evidence-based practice is utilized by facilitating the conduct, dissemination, and utilization of research throughout all nursing, health care, and management systems. The NA is a role model and mentor who plans the development, recruitment, and succession of future nurse administrators.

Nursing Administration Scope and Standards of Practice (2009) provides a list of key characteristics and skill sets important for the nurse administrator at the organizational-wide level. The nursing process is an important process for all nurses; however, the NA uses this process to make important business decisions. The NA must also create a culture of quality and safety, use appreciative inquiry, have knowledge about organizational development, and understand the importance of transformational leadership, as well as servant leadership.

An important skill set for nursing leaders is emotional intelligence. This attitudinal measurement consists of teambuilding, communication, relationship management, understanding workplace culture, respect, and a balance among interests and emotions (Carroll, 2005). It also involves parallels of integrity, flexibility, self-management and "a keen sense of reality" (ANA, 2009, p.8).

Nurse administrators at the unit level are the most visible, as they act as a liaison for the organization's executive branch to manage the day to day work of nurses in the area they have responsibility. It is important that the NA at the unit-based level have expertise in their level of management to ensure compassionate care is delivered to patients in their work setting. These nurse administrators must also have skills in fostering collegiality among healthcare workers, carrying out strategic goals, and ensuring that ongoing education/orientation, compliance with regulations affecting their work area/s, and health care outcomes are met. The 2009 *Scope and Standards for Nursing Administration* also has a list of the key role characteristics for the unit-based nurse administrator. The NA at the program or project-based authority has many of the skills and characteristics defined in both roles outlined above.

Nurse administrators must be licensed in the state in which they practice. Minimally, NA's should hold a graduate degree in their field of management, i.e. "nursing, policy, or administration". ANA recommends that NA's have a doctoral degree when practicing at an organizational-wide level. And, as in any specialty nursing

area, it is recommended that the NA hold certification in nursing administration by a nationally recognized nursing organization (e.g.; NE, NE-A, CENP, DNP).

The six Standards of Practice reflected in the updated edition include:

- Standard 1. Assessment—The nurse administrator collects comprehensive data pertinent to the issue, situation or trends.
- Standard 2. Identifies Issues, Problems or Trends—The nurse administrator analyzes data to determine the issues, problems, or trends.
- Standard 3. Outcomes Identification—The nurse administrator identifies expected outcomes for a plan individualized to the situation.
- Standard 4. Planning—The nurse administrator develops a plan that prescribes strategies and alternatives to attain expected outcomes.
- Standard 5. Implementation—The nurse administrator implements the identified plan.
- Standard 5A: Coordination of Care—The nurse administrator coordinates the implementation and other associated processes.
- Standard 5B: Health Teaching and Health Promotion—The nurse administrator employs strategies to foster health promotion, health teaching, and the provision of other educational services and resources.
- Standard 5C: Consultation—The nurse administrator provides consultation to influence the identified plan, enhance the ability of others, and effect change.
- Standard 6. Evaluation—The nurse administrator evaluated progress towards attainment of outcomes.

In addition, the updated Nursing Administration Scope and Standards of Practice from ANA also provide the Standards of Professional Performance for the nurse administrator:

- Standard 7. Quality of Practice—The nurse administrator systematically enhances the quality and effectiveness of nursing practice, nursing services administration and the delivery of services.

Updated Scope and Standards continued on page 8

Updated Scope and Standards continued from page 7

- Standard 8. Education—The nurse administrator attains knowledge and competency that reflects current practice.
- Standard 9. Professional Practice Evaluation—The nurse administrator evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.
- Standard 10. Collegiality—The nurse administrator interacts with and contributes to the professional development of peers and colleagues.
- Standard 11. Collaboration—The nurse administrator collaborates with all levels of nursing staff, interdisciplinary teams, executive leaders and other stakeholders.
- Standard 12. Ethics—The nurse administrator integrates ethical provisions in all areas of practice.
- Standard 13. Research—The nurse administrator integrates research findings into practice.
- Standard 14. Resource Utilization—The nurse administrator considers factors related to safety, effectiveness, cost, and impact on practice in the planning and delivery of nursing care and other services.
- Standard 15. Leadership—The nurse administrator provides leadership in the professional practice setting and the profession.
- Standard 16. Advocacy—The nurse administrator advocates for the protections and rights of individuals, families, communities, populations, healthcare providers, nursing, and other professions, and institutions and organizations, especially related to health and safety.

Each one of the above sixteen standards include measurement criteria that can be found in *Nursing Administration Scope and Standards of Practice* to help develop and guide the NA in their practice of nursing administration. The American Nurses Association developed the new standards through discussion with nurse administrators in a variety of settings, backgrounds, and experience, provided an opportunity for public feedback. Finally, ANA submitted the final draft to pass through a two-tiered review process prior to publication.

Nursing Administration Scope and Standards of Practice is a valuable tool for all nurse leaders. It portrays the elements and the ethics that we learned during our education and gives nursing administrators the guidance to continually improve the practice of nursing and the care of people within the various settings that nurses practice.

I have included ANA's Statement of Purpose within this article to demonstrate the value of nursing's professional

organization and to add my voice to others in stating the importance of supporting ANA and your state association (Nebraska Nurses Association).

ANA's Statement of Purpose

The American Nurses Association (ANA) is the only full-service professional organization representing the nation's entire registered nurse population. From the halls of Congress and federal agencies to the board rooms, hospitals and other health care facilities, the ANA is the strongest voice for the nursing profession. It is headquartered in Silver Spring, Maryland.

The ANA represents the interests of the nation's 2.9 million registered nurses through its constituent member nurses associations and its organizational affiliates.

Dedicated to ensuring that an adequate supply of highly-skilled and well-educated nurses is available, the ANA is committed to meeting the needs of nurses as well as health care consumers. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the economic and general welfare of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the general public.

The ANA is at the forefront of policy initiatives pertaining to health care reform. Among the priority issues are: a restructured health care system that delivers primary health care in community based settings; an expanded role for registered nurses and advanced practice nurses in the delivery of basic and primary health care; obtaining federal funding for nurse education and training; and helping to change and improve the health care workplace.

Through the ANA's political and legislative program, the association has taken firm positions on a range of issues including Medicare reform, patient's rights, appropriate staffing, the importance of safer needle devices, whistleblower protections for health care workers, adequate reimbursement for health care services and access to health care. The ANA and its state nurses associations' lobbying efforts are contributing to health care reform on both state and national levels.

The ANA continues its efforts to expand the scientific and research base for nursing practice, for the collective bargaining rights and workplace advocacy for all nurses, to gain better compensation and better working conditions for nurses, and to implement new ways in which nursing services can be delivered to respond to current and future demands for cost-effective, quality health care" (ANA. (<http://www.nursingworld.org/>).

Reference: Material is taken solely from the American Nurses Association's *Nursing Administration: Scope and Standards of Practice* (2009) and the ANA website: <http://www.nursingworld.org/>.

Nebraska Nurses Association – Approved Provider Units

Alegent Health
Boystown National Research Hospital
BryanLGH Medical Center
Central Community College
Children's Hospital & Medical Center
Clarkson College
Columbus Community Hospital
Creighton University Medical Center
Faith Regional Health Services
Fremont Area Medical Center
Department of Nursing Excellence
Good Samaritan Hospital
Great Plains Regional Medical Center
Madonna Rehabilitation Hospital
Mary Lanning Memorial Hospital
NAHCHA
Nebraska Department of Health & Human Services:
Division of Public Health
Nebraska Heart Nursing Professional Develop Team
Nebraska Methodist College Professional Development
Phelps Memorial Health Center
Regional West Medical Center
SCC-Continuing Education Division
St. Elizabeth Regional Medical Center
St. Francis Medical Center
The Nebraska Medical Center
VA Nebraska Western Iowa Healthcare System
York General Health Care Services

New NNA Members: September–December 2009

District 1 Michelle Pace

District 2
Linda Brady
Robin Carlson
Beth Cecil
Teri Dehart
Beth Gibbs
Carla Hodder
Julie Howard
Ann Maly
Kimberly Phillips
Jennifer Reynolds

District 3 Rebecca Seeber Colette Wheeler

District 4 Kena Zebert

District 5 Floyd Jordan Colwell

District 7 Hawley Lister

Nebraska Nursing Leadership Coalition Summit

7 Summits: A Nurse's Quest

Presenter—Patrick Hickey R.N., B.S.N., M.S., M.S.N., D.P.H., C.N.O.R., is a Clinical Assistant Professor in the College of Nursing at the University of South Carolina. On May 24, 2007, Dr. Hickey completed the 7 Summits of the World (highest mountain on each of the 7 continents) when he stood atop Mt. Everest. In doing so, he became the first nurse in the world, and one of only 120 people in the world, to complete this “holy grail of mountaineering.”

He has been described by the press as “a cross between Florence Nightingale and Indiana Jones” despite his extreme fear of heights!

In Dr. Hickey’s new book, “7 Summits: A Nurse’s Quest To Conquer Mountaineering and Life,” he describes the importance of balance, wellness, goals, attitude, potential, success, and legacy. He has coined these factors as the “7 Summits Of Life” and describes at length how each of these factors are integral to a quality lifestyle.

Who Is the Patient? Employee or Employer?

by Cathy Parker MSN RN
President, Nebraska Association of Occupational Health Nurses

Occupational health nurses have a unique role. Our patients are our coworkers. We work hard to develop a trusting relationship with our “patients,” just like other nurses do. We focus on customer service, so our patients will turn to us for their health needs. We use the nursing process on our patients as individuals and as a community.

Now, when I refer to our “patients” you might think I’m referring to employees. And I am, because we care for employees by providing health advice, immunizations, fit tests, OTC medications, injections and other health needs. But you see, our employees are not our sole focus. Our employers also like to be taken care of. They rely on us to develop timely return-to-work plans for employees who are on medical leave, assist with accommodating employees who have work restrictions, develop medical emergency plans, coordinate safety initiatives, write policies and many other administrative duties.

Occupational health nurses often feel “caught in the middle,” trying to meet the needs of employees and employers. But it is a challenge we embrace and we do it well. We are viewed by both as a resource, a confidante, a health expert, a good communicator, a listener, and an advocate.

The next time you see your occupational health nurse, thank him/her for caring about you, whether you are the employee or the employer.

March 18, 2010
Holiday Inn
110 South 2nd Avenue
Kearney, Nebraska
308-237-5971

Target Audience—All Licensed Nurses in Nebraska

8:00 a.m. Registration
9:00 a.m.—4:30 p.m. 7 Summits: A Nurse’s Quest

Objectives:

1. Discuss balance in life and work;
2. Discuss wellness in life;
3. Discuss goals and attitude in life; and
4. Discuss potential, success, and legacy in life.

For further information on the program contact LPNAN at 402-435-3551.

Registration Information

Registration fee—\$40 (includes lunch, breaks, and handout materials)

Application for approval of nursing content hours has been made to the North Dakota Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

Hotel Information

A block of rooms is reserved through February 17 at a rate of \$71.95 for 1-4 people in a room. When making reservations, ask for the Nebraska Leadership Summit.

Name: _____

Address: _____

Daytime Phone: _____ RN _____ LPN _____ Student _____

Make check payable to NHCF

Mail Registration with payment to:

Nursing Leadership Summit, c/o NHCF, 3900 NW 12th St., Suite 100, Lincoln, NE 68521

Registration must be received by/or postmarked March 11

Late Fee: Any registrations after March 11 will be charged an additional \$10 late fee.

Refunds for cancellations in full prior to March 12 only. No refunds after March 11, 2010.



Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (402) 475-3859 • Fax: (402) 328-2639 • admin@nebraskanurses.org

Please type or print clearly. Please mail your completed application with payment to: NNA, PO Box 82086, Lincoln, NE 68501-2086 Date _____

Last Name/First Name/Middle Initial _____ Home Phone Number _____

Credentials _____ Home Fax Number _____ Basic School of Nursing _____

Home Address _____ Work Phone Number _____ Graduation (Month/Year) _____

City/State/Zip Code + 4 _____ Work Fax Number _____ RN License Number/State _____

County _____ Position _____

Email Address _____ Employer _____

Membership Dues Vary By District

Membership Option

- M-ANA/NNA/District Membership** (chart below)
(Includes full membership to NNA and the American Nurses Association (ANA) for 12 months.)
- D-NNA/District Membership** (chart below)
(Full membership only. Includes NNA membership benefits limited to state and district membership.)

Membership Category

- F-Full Membership**
 - Employed full-time
 - Employed part-time
- R-Reduced Membership**
 - Not employed
 - Full-time student (must be a RN)
 - New graduate from basic nursing education program, within six months of graduation (first membership year only)
 - 62 years of age or older and not earning more than Social Security allows
- S-Special Membership**
 - 62 years of age or over and not employed
 - Totally disabled

Select your NNA district from the map at right; choose the correct membership option chart below; and find the appropriate dues for the category you have selected above.

State nurses' association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense.

Under the Omnibus Budget Reconciliation Act of 1993, that portion of your membership dues used by Nebraska for lobbying expenses is not deductible as an ordinary and necessary business expense. NNA reasonably estimates that the non-deductible portion of dues for the 2007 tax year is 31%.

Sponsor name and member # _____

Payment Plan (please check)

- Full Annual Payment**
 - Membership Investment _____
 - ANA-PAC (Optional - \$20.05 suggested) _____
 - Total dues and contributions _____
 - Check (payable to ANA)
 - Visa
 - MasterCard

Payroll Deduction

This payment plan is available only where there is an agreement between your employer and NNA to make such deduction.

Payroll Deduction Signature* _____

To be completed by NNA/ANA

Employer code _____
 State _____ District _____
 Approved by _____ Date _____
 Expiration Date _____ Amount Rec'd _____
 Check # _____



Payment Plan (please check)

- Epay (Monthly Electronic Payment)**
This is to authorize monthly electronic payments to ANA. By signing on the line, I authorize NNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.
- Checking**: Please enclose a check for the first month's payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.
- Credit card**: Please complete the credit card information and this credit card will be debited on or after the 1st day of each month.

Epay Authorization Signature* _____

- Annual Credit Card Payment**
This is to authorize annual credit card payments to ANA. By signing on the line, I authorize NNA/ANA to charge the credit card listed for the annual dues on the 1st day of the month when the annual renewal is due.

Annual Credit Card Authorization Signature* _____

*By signing the Epay or Annual Credit Card authorizations, you are authorizing ANA to change the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts of chargebacks.

Credit Card Information

Bank Card Number and Expiration Date _____
 Authorization Signature _____
 Printed Name _____
 Amount \$ _____

2009 ANA/NNA/District Option Membership Dues by District				2009 NNA/District Option Membership Dues by District			
District	Monthly epay* (\$)		Annual Dues (\$)		District	Annual Dues (\$)	
	Full (MF)	Reduced (MR)	Full (MF)	Reduced (MR)		Full (DF)	Full (DF)
1	21.79	11.15	255.50	127.75	1	15.29	177.50
2	23.25	11.88	273.00	136.50	2	16.75	195.00
3	23.00	11.75	270.00	135.00	3	16.50	192.00
4	21.83	11.17	256.00	128.00	4	15.33	178.00
5	21.50	11.00	252.00	126.00	5	15.00	174.00
6	20.92	10.71	245.00	122.50	6	14.42	167.00
7	22.58	11.54	265.00	132.50	7	16.08	187.00
9	20.92	10.71	245.00	122.50	9	14.42	167.00

Rev. 10-2008

*Monthly epay includes \$.50 service charge (eff. 1/04)