



The Pulse



THE OFFICIAL PUBLICATION OF THE MONTANA NURSES ASSOCIATION

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JANUARY–MARCH 2009



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Montana Legislative Session—2009



Keep up to date on legislative issues –

Check the MNA website at
www.mtnurses.org
click on 2009 Legislative Session

President's Message The Power of "One" to Create a Spark of Change

by Tina Hedin, President

The frenzy of the election is over. Now's the time when the rubber hits the road regarding legislation. The problem seems that where enthusiasm was—apathy is slowly replacing it. It seems we "really don't care" what's happening locally or nationally. We forget the power of one. It's true that it only takes a spark to get a fire going. I think of the great single leaders of our country, i.e., Martin Luther King, who with a single voice sparked the nation into change. Okay, so maybe we think the issues facing the nurses of Montana are not that immense—who's to say.



Tina Hedin

It's no secret that one of the core values I believe in is the importance of exercising your voice. As nurses, we have the opportunity, and dare I say, responsibility to utilize that voice. The 2008 Gallup Polls once again identified nurses as the most trusted profession.

The 2009 Montana legislature has just started. This is the perfect opportunity for us to exercise our voice. At this time there are a mere 2000+ bills being introduced. That's a daunting number to say the least. MNA's Council on Practice and Governing Affairs has been busy identifying bills which directly affect nursing and patient care. They are researching and deciding which bills MNA should support, monitor, or oppose. You will be able read their recommendations on the MNA website.

There are three bills that have become front-runners for MNA to support. The first bill is "Violence against Health Care Providers"—Senate Bill 205, sponsored by Senator John Bruggeman from Polson; the House sponsor will be Representative Mary Caferro from Helena. This bill, which originated at MNA's House of Delegates, proposes that violence against health care providers would be a felony charge. The proposed legislation covers pre-hospital providers, firefighters, home health and hospital/clinic based health care providers. This bill has recently received the endorsement from the Montana Firefighters Union as well. We are looking for nurses to share their own experience regarding violence they have encountered in their careers. If you have an experience please email them as soon as possible to Montana Nurses Association at www.mtnurses.org.

The second bill is LC0353 (number subject to change as it moves forward) "Prescription Drug Database and Monitoring Program." This bill would develop a state-wide database that would monitor prescription medication distribution. Upon filling a prescription a pharmacist would be required to record the prescription in the database. The advantages of this bill would be two-fold. First, if a patient arrives at a medical facility with an

altered level of consciousness, approved healthcare providers could access a list of the patient's prescription medications to evaluate the possibility of a pre-existing medical condition that may be cause for their presentation. Second, it would allow care providers to evaluate if a patient is "medication (narcotic) shopping." According to various entities in Montana Law Enforcement, prescription narcotic abuse is currently a bigger problem than Methamphetamine. The database would allow health care providers to identify and address concerns of narcotic misuse or abuse. The database would have very controlled, monitored, and limited access.

The third bill is LC0047 (number subject to change) "Primary Seatbelt Enforcement for Motor Vehicle Occupants." This would allow law enforcement officers to pull over vehicles whose occupants are not wearing seatbelts. Currently, there has to be a primary violation to pull over a vehicle and only then can the driver be cited for no use of seatbelts.

If you are interested in providing testimony for any of these bills you may send written, signed testimony to the Montana Nurses Association. If you wish to testify before the appropriate legislative committee, please send your name and contact information to info@mtnurses.org. If you are interested in seeing the status of other bills please visit MNA's website at www.mtnurses.org. Finally, if you are interested in watching the progress of these bills, or other bills that are being proposed, you can find that information at www.leg.mt.gov/css.

On an Association level, the House of Delegates put MNA to task to develop two subcommittees. The first committee will look at the opportunities for LPN membership in MNA. The second committee will look at local unit and district fees exploring options to avoid each entity from being required to file LM2's and keeping funds at the state level with easy access by districts and local units. If you are interested in participating in either of these committees please submit your name to Tina Hedin at ToDream161@aol.com by Feb. 15, 2009.

This is an outstanding time to raise the voice of Montana nurses. Again, I challenge each of you to be that spark. We can be a thunderous presence for nursing and for patient care.

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27th Annual Montana Gerontology Society Conference

“Living Longer, Living Better” is the theme of the 27th Annual Montana Gerontology Society Conference scheduled for April 14, 15 and 16, 2009 at the Red Lion Colonial Inn in Helena. Dr. Steven Masley, MD, author of the book “Ten Years Younger” will give the keynote address on Thursday, April 16. Dr. Masley gives tips to combat the roots of accelerated aging due to poor nutrition, environmental toxins and stress. He is the former medical director of the prestigious Pritikin Longevity Center and a pioneer in anti-aging medicine. Currently, Dr. Masley is the medical director of the Masley Optimal Health Center in St. Petersburg, Florida as well as a clinical assistant professor at the University of South Florida. His passion is empowering people to enhance their lives through lifestyle changes.

During the three day conference educational sessions covering mental health, clinical issues, caregiver education, and personal growth will be offered to professionals in the field of aging as well as to students and interested general public.

For information, contact Cindy Baril or Karen Cater, Rocky Mountain Development Council, Helena, 406-447-1680 or e-mail to cbaril@rmdc.net or kcater@rmdc.net.

Spring Conference Nursing Leadership: Making a Difference



Zeta Upsilon Chapter
Sigma Theta Tau International

Holiday Inn
Bozeman MT

For additional information please contact:
Julie Pullen
Karen Zulkowski: 657-1739

Nurses can be leaders at all levels, in their community, their practice area/agency, and at state and national levels. This program will look at Montana nurses that make a difference and begin to identify needs for continued nursing leadership in Montana

This is a great opportunity to meet national and local nurse leaders.

You don't have to be a Sigma Theta Tau member to come!

Send registration fee to:
Dr. Karen Zulkowski
Montana State University
MSU Billings Campus Box 574
Billings, MT 59101

More “Ups” Than “Downs” for Local Units

by Ron Stormer, MNA Labor Director

As the new Labor Relations Director for the MNA, I am pleased to report that we have successfully concluded negotiations on the following collective bargaining agreements that expired this past year: Saint Peters Hospital, Saint James Hospital, Community Medical Center, Cascade City County Health, City and County of Butte Silver Bow, Sidney Health Center, Montana Chemical Dependency Center, Community Hospital of Anaconda, Northern Montana Hospital and Bozeman Deaconess Hospital. We are also close to a settlement with Missoula City-County Health and have begun Interest Based Bargaining at Saint Patrick's Hospital in Missoula.

I would like to give special thanks to my colleague, Bill Smith, for his assistance in getting me up to speed on our contracts, pending grievances and other labor matters and for being a valuable resource during my transition into this position. Bill deserves special recognition for his efforts in assisting the leadership at Community Medical Center in Missoula during their seven-month contract fight.

We recently received a favorable decision from the National Labor Relations Board concerning Rosebud Health Care Center in Forsyth. The administration at that hospital had decided to declare war on its small staff of employees and the MNA. We were forced to a hearing before the NLRB to defend our bargaining rights and prevailed when the Board rejected the hospital's arguments and dismissed their petition. This is a tremendous victory and can have broad implications in future cases.

Some of the goals we have set for the near future include standardizing the contract reopener process, developing “best practice” contract language to bring to the bargaining table for all locals, building internal capacity within all locals with the goal of obtaining Union Security language where we don't currently have it and to bring new members into the MNA from unorganized facilities.

I have enjoyed working with those locals where we have been involved in bargaining and with grievance issues and look forward to the opportunity to working with each of you in the future.



Ron Stormer



Official Publication of the
Montana Nurses Association

CONTACTING MNA

Montana Nurses Association
20 Old Montana State Highway
Clancy, MT 59634
Phone (406) 442-6710
Fax (406) 442-1841
Email: info@mntnurses.org
Website: www.mntnurses.org
Office Hours: 8:30 a.m.–4:30 p.m.
Monday through Friday

WHO WE ARE

The Montana Nurses Association is a professional association for Registered Nurses, including Advanced Practice Registered Nurses, students, and retired nurses in Montana. MNA provides collective bargaining services, continuing education, and professional networking opportunities. MNA advocates on behalf of nurses before the Montana legislature, the Montana Board of Nursing, and other public policy bodies.

MISSION STATEMENT

The Montana Nurses Association promotes professional nursing practice, standards and education; represents professional nurses; and provides nursing leadership in promoting high quality health care.

CONTINUING EDUCATION

The Montana Nurses Association is accredited as an Approver of continuing nursing education by the American Nurses Credentialing Center Commission on Accreditation (0209). Montana Nurses Association (OH-242/1208), is an Approved Provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91) an accredited approver by the American Nurses Credentialing Center Commission on Accreditation.

MNA

Board of Directors

Executive Committee:

President	Tina Hedin, RN
President-Elect	Kim Powell, MSN, RN
Secretary/Treasurer	To Be Appointed

Representatives of Councils to MNA Board:

E&GW	Vicky Rae Byrd, BSN, RN
Advanced Practice	Rebecca Sturdevant, APRN
Continuing Education	Gwyn Palchak, BSN, RN
Practice & Government Affairs	LaDonna Maxwell, FNP-C

Directors at Large:

Brenda Donalson, RN	Keri Cross, BSN, RN
Mary Pappas, APRN	Barb Prescott, RN

Editor: Robert Allen

Assistant Editor: Karen Fenger

Editorial Board:

Lynn Hebert, RN, Chair—Sun River
Mary Pappas, APRN—Havre
Barbara Prescott, APRN—Bozeman
Mae Rittal, RN—Sidney
Kim Powell, MSN, RN—Missoula

MNA Staff:

Robert Allen, Executive Director
Lori Chovanak, Continuing Education Director
Ron Stormer, Labor Relations Director
Maxine Ferguson, Continuing Education Consultant
Bill Smith, Labor Relations Specialist

Questions about your nursing license? Contact the Montana Board of Nursing at: www.nurse.mt.gov

WRITER'S GUIDELINES:

Any author is welcome to submit an article related to nursing or Montana nurses in *The Pulse*. MNA has the right to accept, or reject all such articles. Please contact the Assistant Editor at karen@mntnurses.org.

PUBLISHER INFORMATION & AD RATES

Circulation 18,000 to every Registered Nurse, Licensed Practical Nurse & Nursing Student in Montana. The Pulse is published 4 times annually by the Arthur L. Davis Agency for the Montana Nurses Association, 20 Old Montana State Highway, Clancy, MT 59634.

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Advertising Rates: Contact Arthur L. Davis Agency, 517 Washington St., P.O. Box 216, Cedar Falls, IA 50613, 800-626-4081. MNA and the Arthur L. Davis Agency reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

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Montana Nurses Association OFFICIAL Election Results

President-Elect:

Kim Powell ~ Missoula
Assumes Presidency in 2010

Secretary/Treasurer to 2010:

Michael Lavoie ~ Roundup ~ 2010
(Resigned January 7, 2009)

Board to appoint: Mickie Simonson ~ Helena

Nominating Committee:

Brenda Donaldson ~ Lewistown ~ 2010
Linda Henderson ~ Missoula ~ 2010
Maggie Shulund ~ Stevensville ~ 2010

Council on Continuing Education-Approver Unit:

Bonnie Hash ~ Bozeman ~ 2010
Lauren McGrane ~ Helena ~ 2010
Molly Protheroe ~ Helena ~ 2010

Council on Continuing Education-Provider Unit:

Deborah Lee ~ Denton ~ 2010
Maggie Shulund ~ Stevensville ~ 2010
Pamela Windmueller ~ Great Falls ~ 2010

Board Director-at-Large

Keri Cross ~ Huntley ~ 2010
Barb Prescott ~ Bozeman ~ 2010

Council on Practice & Government Affairs:

John Honsky ~ Missoula ~ 2010
Rebecca Sturdevant ~ Kalispell ~ 2010
Bonnie White ~ Bozeman ~ 2010

Board Representative-

LaDonna Maxwell ~ Great Falls ~ 2010

E&GW Executive Committee:

Melissa Cobb ~ Helena ~ 2010
Keri Cross ~ Huntley ~ 2010
Sue Noem ~ Helena ~ 2010

Board Representative-

Vicky Rae Byrd ~ East Helena ~ 2010

CAP Chairperson-Elect:

Vacant

CAP Executive Committee Elected:

District 2 Representative-Sharon (Shari) Healy
District 4 Representative-Vacant
District 6 Representative-Kerry Nickou
District 8 Representative-Wendy Wiltzen

Mark Your Calendars!

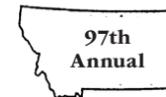


**MNA 97th Annual
Convention
October 8-9-10, 2009
Helena, MT**



CALL FOR ABSTRACTS

Montana Nurses Association 97th Annual Convention



Best Western Great Northern Hotel—Helena
October 8-9-10, 2009

Submission Deadline—May 15, 2009

Mail to MNA, Attn: Lori Chovanak, 20 Old Montana State Highway, Clancy, MT 59634 or
email to lori@mtnurses.org

The goal of MNA Convention is to provide continuing nursing education opportunities to help nurses expand their knowledge base about various nursing issues, to learn what the Association has accomplished during the past year, to carry out the business of the Association, and to network with other nursing professionals.

Continuing education contact hours and Rx contact hours for APRNs (as content supports) will be awarded for selected sessions.

You are invited to submit a proposal for presentation during the 2009 convention on any of the following (or other) topics.

- | | |
|--|---|
| <ul style="list-style-type: none"> Alternative Medicine APRN Clinical and Other Topics APRN Rx Topics Dermatology <ul style="list-style-type: none"> • Eczema Environmental Health Issues Geriatrics <ul style="list-style-type: none"> • Changes/precautions in meds • Shingles Infectious Diseases <ul style="list-style-type: none"> • MRSA • Current bugs Women's Health | <ul style="list-style-type: none"> Asthma Disaster/Emergency Preparedness Leadership Mental Health <ul style="list-style-type: none"> • PTSD • Children's mental health issues Obesity Oncology Patient/Nurse Safety Pediatrics Public Health Surgical Interventions |
|--|---|

Abstracts and questions regarding the application process should be returned by mail or email by May 15 to:

<p>Lori Chovanak, BAN, RNC CE Director Montana Nurses Association 20 Old Montana State Highway Clancy, MT 59634</p>	<p>Phone: 406-442-6710 ext 222 FAX: 406-442-1841 E-mail: lori@mtnurses.org</p>
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Complete the information on the following pages and submit by mail or electronically to Lori Chovanak at the above address.

Name of Presenter _____

Please note the biographical data form at the end of this document. It must be completed in its entirety and returned with your session information for your abstract to be considered.

Title of Session _____

Purpose/Goal of this Session _____

Length of Session Concurrent sessions are generally 75 minutes, so your topic should include a 60-65 minute presentation with 10-15 minutes for discussion and questions.

Do you need more than one session? Or a longer (90-minute) session?
 _____ Yes _____ No _____ Yes _____ No

Dates Available
 Check dates you are available:
 _____ Thursday, October 8 _____ Friday, October 9 _____ Saturday, October 10

Measurable Objectives (What will the learner be able to do as a result of attending your session?)	Content Outline (Provide a brief outline of what you will discuss in regard to each objective. DO NOT restate the objective.)	Teaching Methods (Indicate how you will teach each objective—check all that apply)
Obj. 1		<input type="checkbox"/> Lecture/Discussion <input type="checkbox"/> Power Point <input type="checkbox"/> Demonstration/Return Demo <input type="checkbox"/> Slides/Overheads <input type="checkbox"/> Video <input type="checkbox"/> Other
Obj. 2		<input type="checkbox"/> Power Point <input type="checkbox"/> Demonstration/Return Demo <input type="checkbox"/> Slides/Overheads <input type="checkbox"/> Video <input type="checkbox"/> Other
Obj. 3		<input type="checkbox"/> Lecture/Discussion <input type="checkbox"/> Power Point <input type="checkbox"/> Demonstration/Return Demo <input type="checkbox"/> Slides/Overheads <input type="checkbox"/> Video <input type="checkbox"/> Other

Abstract of Session

Please attach a separate page that describes your presentation in 150 words or less. This description will be used in evaluating abstracts and will also appear in written materials regarding the Convention, if your session is selected. If you prefer separate text for each purpose, please note which is preferred for publication.

Please Check Required Audiovisual Equipment

(if you are not sure what you will need, you can let us know later)

_____ Microphone (based upon room size) _____ LCD Projector (Power Point)
 _____ Laptop—_____ w/CD _____ w/DVD _____ TV _____w/VCR _____w/DVD
 _____ with USB port
 _____ Slide projector/screen _____ Overhead projector/screen
 _____ Other—Specify _____

Handouts—MNA will copy one handout per session. Your handout must be provided electronically to MNA by a date to be determined, and must not exceed 6 pages. Should you prefer to do your own handouts, we will provide an estimate of the number needed about two weeks prior to the Convention.

Compensation—MNA typically offers an honorarium for presenters. We cannot compensate you for your lodging and travel. The registration fee for the day of your presentation will be waived, should you request. If you wish to attend additional days, a single day rate is available.

Notification & Contract—The MNA Council on Continuing Education Provider Unit will review abstracts in late May or early June 2009 and notification will be made before June 30. Those persons selected to present at the MNA convention will be required to sign a contract. A photo that can be used in publicity and convention materials also will be requested.

MNA Biographical Data Form

Name, Degrees & Credentials		
Academic degree(s): <input type="checkbox"/> AD <input type="checkbox"/> Diploma <input type="checkbox"/> Baccalaureate <input type="checkbox"/> Masters <input type="checkbox"/> PhD/EdD <input type="checkbox"/> Other		
Preferred Mailing Address:		
(Number and Street/PO Box)		(City, State, Zip)
Day Telephone #	Mobile or Alternate Telephone #	Email Address <u>IMPORTANT</u>
_____	_____	_____
(Area Code)	(Area Code)	
Present Position (Title)	Employer (include city & state)	
_____	_____	
Faculty/Presenters		
Describe your expertise in this topic _____		

Conflict of Interest Statement

Having an interest in an organization does not prevent a speaker from making a presentation, but the audience must be informed of this relationship prior to the start of the activity and any potential conflict must be resolved. In order to ensure balance, independence, objectivity and scientific rigor at all programs, the planners and faculty must make full disclosure indicating whether the planner, faculty or content specialist and/or his/her spouse family has any relationships with pharmaceutical companies, biomedical device manufacturers and/or corporations whose products or services are related to pertinent therapeutic areas. All planners, faculty, content specialists and feedback specialists participating in CE activities must disclose to the audience information listed below.

Is there a potential conflict of interest? Yes No If **yes**, list company(ies) and check relationship type.

Indicate All Relationships with Each Commercial Company

Name of Commercial Company(ies)	Speakers' Bureau	Consultant	Research Support	Shareholder

<p>B. How will any conflict of interest be resolved?</p> <p>___1. Not applicable since no conflict of interest. ___2. Have discussed this conflict with individual who is now aware of and agrees to our policy. ___3. Presenter has signed a statement that says s/he will present information fairly and without bias. ___4. Nurse Planner or designee will monitor session to ensure conflict does not arise. ___5. Other Describe</p>	<p>C. Discussion of off-label uses <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, you must disclose this information during your presentation. How will you do this?</p> <p>___1. Verbal statement during the presentation ___2. Information provided on handouts ___3. Information provided in audiovisuals (slides, overhead, PowerPoint, etc.) ___4. Other Describe</p>
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All information disclosed must be shared with the audience either on the program handouts, advertising and/or audiovisual presentation.

Nominations Sought for MNA 2009 Awards



It is time to prepare for nominating recipients of the MNA 2009 awards. Please review the election criteria and contact your District President, the MNA office at info@mtnurses.org or log on to our website www.mtnurses.org to obtain nominations forms.

Entries must be received by the MNA office no later than July 31, 2009.

Political Nurse Leadership Award—founded in honor of Mary Munger, RN

This award recognizes a member who has made significant contributions to nursing practice and health policy through political and legislative activity. A candidate must:

- Promote the nursing profession in political and health care arenas,
- Advance the knowledge of nurses, politicians, and policy makers concerning nursing and health care issues,
- Demonstrate political leadership at the district, state, or national levels,
- Serve as a mentor and role model to other nurses in the political process,
- Seek opportunities to advance Nursing's legislative agenda through grassroots activity.

Distinguished Nurse of the Year Award—founded in honor of Trudy Malone, RN

This award recognizes a member of MNA for outstanding contributions made to professional nursing. A candidate must:

- Demonstrate dynamic leadership in promoting excellence in nursing,
- Demonstrate the knowledge of current issues in relation to the goals of the nursing profession,
- Show a keen awareness and commitment to professional nursing ethics,
- Initiate positive action toward the improvement of patient care,
- Demonstrate the ability to work well with other members of the health care team.

MNA Award for Excellence for Advanced Practice Registered Nurse of the Year—

This award recognizes an APRN who has demonstrated excellence in their practice specialty area and who has made significant contributions to health care and the professional growth of APRNs. A candidate must:

- Demonstrate excellence as an APRN and as a role model for other APRNs and the nursing profession in general,
- Be involved as a preceptor, educator, advocate, in the political arena, etc.,
- Have made a significant contribution to the improvement of health care for individuals, families or communities,
- Be creative in his/her approach to nursing care,
- Have a positive effect on clients and on colleagues,
- Utilize current research in practice.

Economic & General Welfare Achievement Award—founded in honor of Eileen Robbins, RN

This award recognizes nurses at the local unit level who have influenced their work setting through collective bargaining activities. A candidate must:

- Demonstrate commitment to professional nursing via individual practice competency and continuing educational growth,
- Use contract language to define, monitor, and enhance nursing practice in the work environment,
- Function as an active leader within the local unit through past or present elected office and committee participation.

MNA Historian Award—

This award recognizes an MNA member who has demonstrated a consistent, distinct interest in nursing history. A candidate must:

- Participate in preservation of historical nursing documents,

- Promote interest in nursing history,
- Promote MNA's History & Literary Endowment Fund.

Excellence in Nursing Education Award—founded in honor of Peggy Mussehl, RN (Continuing Education), and Anna Shannon, RN (Formal Education)

This award recognizes a member(s) of MNA for professional nurse contributions in the field of either formal education and/or continuing education. A candidate must:

- Have significant involvement and commitment to advancing nursing education,
- Expand the body of nursing knowledge through research or other scholarly activities,
- Challenge learner to achieve optimal level of accomplishment.

MNA Award for Excellence for Advanced Practice Registered Nurse Advocate of the Year—

This award recognizes a non-APRN in Montana who has made a significant contribution to the state of health care and/or the practice of APRNs in Montana. A candidate must be a/an:

- Community leader who has made a significant contribution to individuals, families communities and the health care system,
- Individual who has had a positive impact on the professional growth of APRNs.

Friend of Nursing Award—founded in honor of Barbara Booher

This award recognizes a non-nurse who has advocated for and/or significantly advanced nursing in Montana. The candidate must:

- Show significant long-term contributions made by a non-nurse to Montana's professional nursing community,
- Facilitate significant accomplishments for the Association,
- Play a key role in assisting major successes within the professional nursing community.

Promotion of Nursing Excellence in Media Arts—founded in honor of Lynn Hebert

This award recognizes a member of MNA for contributions in the field of journalism. The candidate must:

- Significantly contribute to news print publication(s) of timely articles and/or photographs regarding nurses/nursing;
- Actively contribute to the promotion of excellence in nursing through any or all media modes.



Don Judge
MNA Lobbyist
Contact Info:
Phone: 406-459-1708
donjudge7@hotmail.com

Don Judge served as a lobbyist for the Montana Nurses Association during the 2007 Montana Legislative Session and will be representing the MNA again in the 2009 Session.

Don has been participating in the activities of the Montana Legislature since 1973, making him one of the longest serving lobbyists currently working the hill.

Don's lobbying experience began in 1973 when he represented the then "Boulder River School & Hospital" employees' local union unit of AFSCME (The American Federation of State, County and Municipal Employees, AFL-CIO). He continued his lobbying activities while serving as a field representative and subsequently state council director for AFSCME during all sessions from 1973 through January 1980.

From February 1980 through May of 1991 Don served as the director of the Montana State AFL-CIO's Committee on Political Education (COPE) where his duties included representing Montana union members at legislative sessions occurring during that period.

In May 1991 Don began serving as Executive Secretary of the Montana State AFL-CIO, the state's top elected union leader, and continued in that capacity until May of 2001. During this time Don was the chief lobbyist for the AFL-CIO in Montana.

In 2002 Don opened up a private consulting business and has served as lobbyist for a number of organizations in the 2003, 2005 and 2007 legislative sessions. His clients have included Teamsters Local 190, the Montana Chapter of the Sierra Club, the Montana Injured Workers' Resource Council (an organization representing workers in the workers' compensation system), and the Montana Nurses Association.

Service Fee Notice

On June 29, 1988, the U.S. Supreme Court examined agency fees in the context of those private sector employers and unions falling under the authority of the Labor Management Relations Act. The Court issued a decision; Communication Workers of America v. Beck. The Court found:

"Section 8(a)(3) of LMRA, which permits employer and union to enter into union-security agreement, does not permit union, over objection of agency-fee payer, to expend agency-fee funds on activities beyond those germane to collective bargaining, contract administration, and grievance adjustment." (128 LRRM at 2729)

In compliance with the Beck decision the Montana Nurses Association has compiled a document entitled Procedure for Determining Amount of Service Fee to be Charged by Montana Nurses Association. The following is a description of the chargeable portion of Association expenditures under Beck.

"Chargeable activities means those activities engaged in by the Montana Nurses Association that is recognized as the exclusive collective bargaining representative for which each employee in the bargaining unit lawfully may be required to pay his or her per capita share of the cost."

Also contained in the Association procedure is a section entitled Explanation of Chargeable Fee If You Elect Not to Become A Member of Montana Nurses Association. This explanation states:

"If you elect not to become a full member, you will not have any voting rights or right to participate in the governance of the American Nurses Association, the Montana Nurses Association or the Local Association."

"If you do not become a member, you will be required to pay fair share fee which is equal to your proportionate share of the costs of the collective bargaining process, contract administration and related matters effecting wages, hours and other conditions of employment."

OBJECTIONS TO AMOUNT OF ASSOCIATION DETERMINED SERVICE FEE

Any Potential Objector who believes that a portion of his or her the Association-Determined Service Fee shall be used to fund non-chargeable activities may object to the amount of said fee by mailing a notice of objection to Montana Nurses Association, 20 Old Montana State Highway, MT 59634, or by delivering such a notice to Montana Nurses Association at said address. The notice of objection shall be in written form and shall include the objector's name, home address, and a statement that he or she objects to the amount of the Association Determined Fee. Any Potential Objector who accepts the Association-Determined Service Fee shall send or deliver a notice accepting that fee to the same address. If the Montana Nurses Association does not receive timely notice, it will be presumed the Potential Objector has no objection to paying a service fee equal to dues. In order to be timely, the notice must be postmarked or delivered within 30 days of receiving the information referred to in Section III (B).

Nurses



Building A Healthy America

Celebrate National Nurses

Week May 6-12, 2009

National Nurses Week is celebrated annually from **May 6**, also known as **National Nurses Day**, through May 12, the birthday of **Florence Nightingale**, the founder of modern nursing.

Often described as an art and a science, nursing is a profession that embraces dedicated people with varied interests, strengths and passions because of the many opportunities the profession offers. As nurses, we work in emergency rooms, school based clinics, and homeless shelters, to name a few. We have many roles—from staff nurse to educator to nurse practitioner and nurse researcher—and serve all of them with passion for the profession and with a strong commitment to patient safety.

2009 MNA Legislative Breakfast

by Karen Fenger, MNA Projects Manager—
Assistant Editor

**Legislators, nurses and nursing students—
the perfect combination to learn, lobby and
network.**

The biennial MNA legislative breakfast invited legislators to meet with nurses and student nurses to learn about legislation of interest regarding health care in general. Approximately 90 attendees were present at the 2009 MNA legislative breakfast on Wednesday, January 21st. President Tina Hedin welcomed the participants with an overview of MNA's legislation focus.

A presentation by Rebecca Sturdevant, APRN,

and Dr. Barb Prescott underscored the need for MNA's main legislative concern—SB 205, sponsored by J. Brueggeman, "Assault on a Health Care or Emergency Services Provider."

Following the presentation, Don Judge, MNA lobbyist gave a brief summary of other legislation of major interest to MNA, which includes the "Primary Seatbelt Enforcement For Motor Vehicle Occupants," SB 237, sponsored by Dave Lewis, and "Restrict Cell Phone Use and Texting While Driving," HB 49, sponsored by Bob Lake. MNA is participating in a coalition that is supporting Prescription Drug Data Base and Monitoring legislation, also.

Other legislation that MNA is following is highlighted on the MNA website, www.mtnurses.org.



President Tina Hedin



Becky Sturdevant and Barb Prescott make a presentation on violence against health care workers.



Legislators, nurses, and student nurses participate in question-answer session.

Why We Need the Employee Free Choice Act

by Ron Stormer, MNA Labor Director

Most workers know that belonging to a union has tremendous economic advantages as well as protections against unfair practices in the workplace. That's why over 60 million unorganized workers want a union where they work. Union members earn 30% more than their non-union counterparts and are 50% more likely to have employer-provided health insurance. 67% of union members have defined-benefit pension plans, compared with only 15% of workers who don't have unions.

U.S. labor laws, however, make forming or joining unions very difficult. The current system allows employers to illegally interfere with their employees' right to organize and can do so virtually without penalties. Employers routinely use the election process to intimidate and harass workers. Workers are sometimes fired as a result of their support of unions and the only penalty, if they appeal successfully, is reinstatement with back pay. In 2006 alone, the National Labor Relations Board found that companies violated the rights of 26,824 workers. Further, nearly half of those workplaces that are successful in electing a bargaining representative never get their first contract.

The Employee Free Choice Act will change all of that and make the process of forming a union fair and free from employer interference. The EFCA will require the NLRB to certify a bargaining representative without an election if a majority of the workers in a workplace sign authorization cards. In addition, the Act calls for mediation and possibly binding arbitration if the parties cannot agree on the terms of a first contract. Finally, the EFCA provides for penalties against employers who violate their employees' legal right to organize. These penalties include liquidated damages of three times back pay and \$20,000 per-violation penalties for employers found to willfully or repetitively violate the law.

On March 1, 2007 the House of Representatives passed the act by a vote of 241 to 185. Emboldened by President Bush's promise of a veto, the Senate voted on June 26, 2007 to invoke cloture, effectively killing the measure. President-elect Obama has promised to sign the bill when it reaches his desk.

Employers and employer groups such as the Chamber of Commerce have committed to spend \$200 million to block passage of this legislation. Their efforts with the 110th Congress were successful in that the 60 votes necessary to enforce cloture couldn't be obtained. Unions and other worker advocates have made passage in the 111th Congress a top priority.

Source: AFL-CIO.org/Wikipedia.org

National Perspective: Clinical Nurse Leader (CNL) Role Leads to Improved Patient Outcomes and Nursing Job Satisfaction

by Kate Siegrist, MSN, CNM
MSU CNL Project Recruiter

Montana State University College of Nursing is one of 100 schools of nursing to offer a Clinical Nurse Leader (CNL) graduate program. There are currently over 500 CNL graduates nationwide and data are becoming increasingly available regarding the impact of the CNL role on patient outcomes and satisfaction, nursing job satisfaction, and interdisciplinary team building. Although this is a new role (the first CNL programs launched in 2004) we are seeing early outcome data addressing financial indicators demonstrating a positive effect on resource utilization, and leading researchers to suggest that implementing the CNL role demonstrates cost neutrality or, in some cases, cost benefit.

From our nursing perspective, even more important than the attention to the "bottom line" is the positive effect this role is demonstrating on patient outcomes and satisfaction with care, nursing job satisfaction, and improved collegiality between nurses and physicians. As you learn more about the CNL role, you may notice that descriptions of many of the functions of the CNL sound familiar including:

- Lateral integration of care
- Researching, developing, implementing, and evaluating best practices
- Risk assessment and outcomes management
- Support of nursing staff and mentoring of new staff
- Facilitator of interdisciplinary communication

Today, as in the past, nurses continue to demonstrate leadership in these areas across healthcare settings. One of the ways the CNL role stands out from past and current efforts is the focus on partnership between education and practice at the national level as well as the local level. Currently, nearly 200 health care institutions working in partnership with CNL programs to address the need to improve patient outcomes without increasing the budget in a healthcare environment under stress from decreasing resources. These educational-practice partnerships are accomplishing this by working together to transform the care delivery model at the point of care to address particular areas of concern within specific health care units. Although the majority of these environments are acute care settings, the partnerships have been developed in community and public health settings as well as long-term care facilities.

A variety of outcomes have been improved through implementation of the CNL role. Early data have consistently demonstrated positive trends including:

- Improved nursing outcomes
 - Improved nursing recruitment and retention
 - Improved staff satisfaction
 - Improved collegiality between nurses and physicians
 - Increased in RN hours/day spent in direct patient care
- Improved patient outcomes
 - Decreased length of stay
 - Decreased readmission rates for heart failure patients in the Tennessee Valley VA system
 - Decreased patient falls
 - Decreased surgical infection rates
 - Decreased use of restraints
 - Increased in percent of morning discharges
 - Improved patient satisfaction

In healthcare, we are all concerned about increasing needs and tightening budgets. As nurses, we are committed to working together with our interdisciplinary team members to keep the focus on our clients. The Clinical Nurse Leader role is not "the only answer" but we believe it can be a part of the solution.

Nurses interested in learning more about the CNL option are encouraged to visit the MSU College of Nursing website at <http://www.montana.edu/nursing/academic/mn.htm> or contact Ms. Kate Siegrist, CNL Project Recruiter at 406-243-2110 or kathryn.siegrist@montana.edu, or Ms. Lynn Taylor, the graduate program Administrative Assistant at lynnt@montana.edu or 406-994-3500.

APRNs—Then and Now

**Barb Prescott DNP, FNP-BC
CAP Chair**

The introduction of Advanced Practice Registered Nurses (APRN) in Montana began approximately two years before our initial licensure in 1982 when the designation was assigned. The Committee that constructed the enabling language was made up of representatives from the Montana Nurses Association, the Montana State Board of Nursing, and the Montana



Barb Prescott

Board of Medical Examiners as well as key Montana State legislators who carried the legislation forward.

As APRNs became accepted as healthcare providers, practice needs required expansion and prescriptive authority was sought. Due to the expansion APRN scope of practice to include prescriptive authority, oversight was required in order to get the legislation passed that enabled APRNs to prescribe medications. The "Prescriptive Authority Committee" was developed as part of the Montana State Board of Nursing. Up until that time there had been no requirements for physician oversight. Prescriptive Authority (PA) for APRNs came with a requirement that all APRNs requesting PA had to have their application reviewed by a "Prescriptive Authority Committee" (1990). This Committee was made up of two RN Board Members, a Public Member, a Pharmacist representative from the State Pharmacy Board, and a Physician Representative from the Board of Medical Examiners.

After several years, an APRN paid consultant was added to the committee to insure committee understanding of APRN practice. This Prescriptive Authority Committee reviewed and recommended APRN applicants to the full Board of Nursing for their approval granting prescriptive authority. Then after several years without discrepancy or complaints from the public, the Physician Representative and the APRN consultant suggested that there was no longer a need for a Medical Board Representative to be on the Committee and the Pharmacy Board concurred. We believe that this became possible because both of these committee members saw that APRN practice was safe.

A recent Supreme Court decision has affirmed Montana APRN Independent practice status—interested APRNs can access an electronic copy for review. Our history and rules can be accessed through Montana Statute #378.202 and Montana State Board of Nursing Rule #24.159.1461.

Today, Montana APRNs have an unencumbered scope of practice, thanks to the work of MNA and dedicated nurses in our history. MNA continues to be supportive of APRN activities and is the first line for Montana APRN legislative initiatives. Currently, three APRNs, Kim Powell of Missoula, Barbara Prescott of Bozeman, and Rebecca Sturdevant of Kalispell serve on the MNA Board of Directors. The Council on Advanced Practice (CAP), a part of the MNA organization, is open to all APRNs in the state and encourages active participation. CAP is a member of the American Academy of Nurse Practitioners (AANP) and knowledgeable of national trends affecting APRN practice. In addition, CAP members and Montana APRNs are well represented in this legislative session by Don Judge, the MNA lobbyist.

MSU College of Nursing Plans New Program: Family Psychiatric Mental Health Nurse Practitioner

**by Patti Holkup, PhD, RN, Assistant Professor;
and Donna Williams, PhD, Associate Dean for
Research and Graduate Education**

Faculty at Montana State University College of Nursing recently submitted a proposal to the Health Resources and Services Administration (HRSA) to start a Family Psychiatric Mental Health Nurse Practitioner program. The proposal was developed in response to the need for primary mental health care providers across the state of Montana, almost all of which has been designated as a Health Professional Shortage Area in mental health. HRSA will return a funding decision during the summer of 2009.

The objectives of the proposed program are to: (1) make advanced psychiatric and mental health nursing education accessible to nurses throughout rural Montana; (2) contribute to improved healthcare outcomes for underserved populations by active recruitment of graduate students from minority and disadvantaged backgrounds; and, (3) help Montanans and others in sparsely populated areas of the region gain access to high-quality, psychiatric and mental health care.

Pending funding, the new distance delivered Master of Nursing program will be offered beginning in the fall of 2009. The five semester curriculum is evidence-based and meets the competencies specified by the National Panel for Psychiatric Mental Health Nurse Practitioners (2003). A post master's certificate also will be offered. Although funding is pending, applications are encouraged. Applicants will be notified immediately if funding is received. For more information about the program and to complete an application, please see the following website: <http://www.montana.edu/nursing/news/articles/1149020159.html>.

Reference

National Panel for Psychiatric Mental Health NP Competencies. (2003). *Psychiatric-mental health nurse practitioner competencies*. Washington, DC: National Organization of Nurse Practitioner Faculties.

Parish Nurses Continue to Serve Ten Years of Parish Nurses in Montana

by Cynthia Gustafson, Director of Parish Nurse Center, Chair of Department of Nursing, Carroll College, Helena MT

The first Basic Parish Nurse Preparation Course was held in May of 1998 in Helena and from that beginning class of 46 registered nurses, there are over 362 people who have completed the basic preparation course, and more than 180 active parish nurses and health ministers across Montana. In 1999, the Carroll College Nursing Department formally created the Parish Nurse Center. From the Center's website at www.carroll.edu/parishnurse a map details where parish nurses are serving across the state and region.

Here is an update of three of those nurses currently serving as parish nurses in their communities:

- Jill Deppel, RN, serves as a parish nurse at St. Francis of Assisi Parish in Hamilton, Montana. This past May, Deppel and her fellow parish nurses and health ministers held a Remembrance Ceremony for parents who had lost a baby during pregnancy or shortly after birth. Thirty-three babies were remembered by people ranging from a young couple who had lost a child last year to women who had experienced miscarriages, stillbirths or infant deaths more than 40 years ago. Deppel said

it was a bittersweet afternoon as people said "hello-goodbye," cried and healed together.

- Bonnie Hash, RN, a parish nurse at Bozeman United Methodist Church, directs her church's Saturday "Faith Health Ministry" Outreach program which provides breakfast, snacks, showers, medical evaluation (if needed) and a sack lunch for people in need.
- Sandy Fischer, RN, a parish nurse at Covenant United Methodist Church in Helena helped form a sewing group that makes small pillows for breast cancer survivors and caps for cancer patients on chemotherapy.

These are just a few of the ways parish nurses are using their skills and gifts of caring for others in parishes and communities around Montana. Parish nurses recognize the need for holistic health and that people need affirmation and support in their growth toward health-filled living and wellness. Parish Nurses are called and committed to the tradition of a healing ministry to meet the emotional, physical and spiritual needs of others.

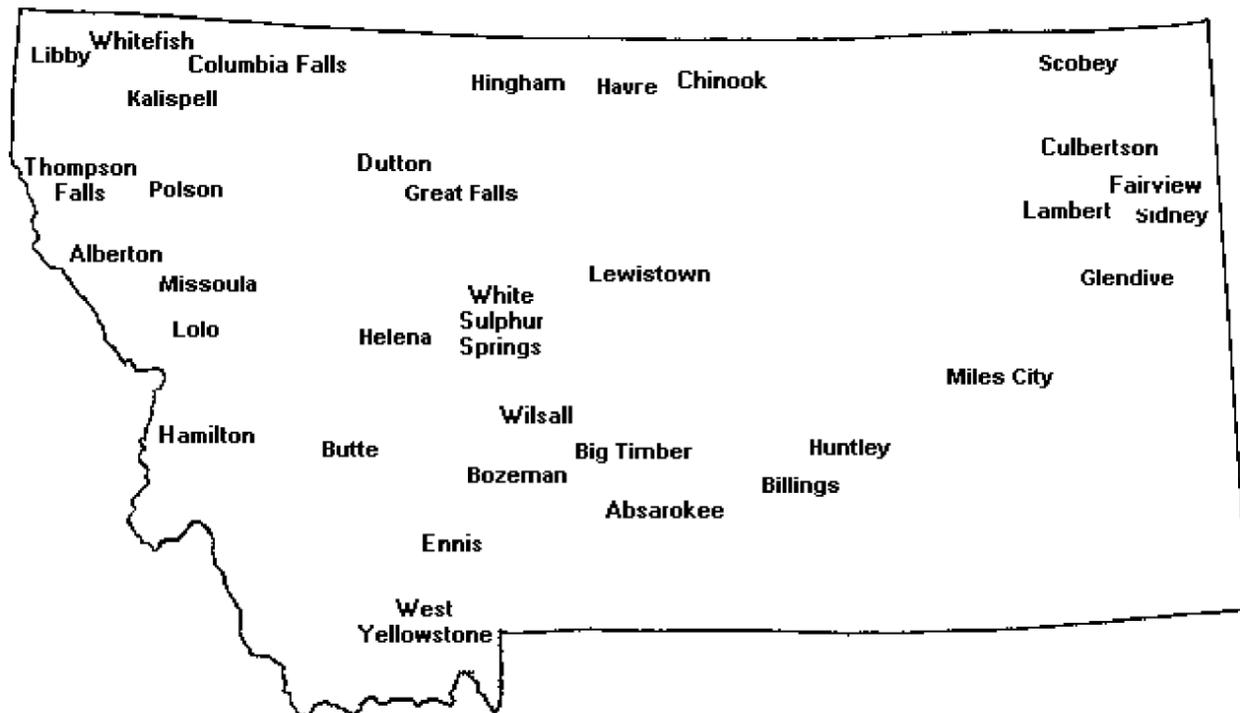
The Parish Nurse Center at Carroll College in Helena will again offer the Basic Parish Nurse

A renewal event for parish nurses and health ministers will also be held on campus on May 16 and 17, 2009.

Preparation Course on campus May 14-17, 2009. The cost for the course is \$390 and includes lunches and all educational materials. Lodging will be available on campus at a reduced rate. The Parish Nurse Center is in the process of applying for 35 contact hours for Registered Nurses through the Montana Nurses Association that is accredited by the American Nurses Credentialing Center Commission on Accreditation. The Basic Preparation Course follows the curriculum of the International Parish Nurse Resource Center, St. Louis, Missouri.

A renewal event for parish nurses and health ministers will also be held on campus on May 16-17, 2009. The theme for the renewal is *That It May be Well for You*, Tammy DeVine, RN, will lead this 'train the trainer' event. DeVine is a parish nurse and a Diaconal Minister in the Evangelical Lutheran Church in America. As the national church's Wellness Coordinator, DeVine works closely with parish nurses and ministerial staff in promoting healthy living. The cost for the retreat is \$95, and includes lunches and educational materials. Again, housing will be available on campus at a reduced rate.

Please contact Cynthia Gustafson, Director of the Parish Nurse Center and Chair of the Department of Nursing at Carroll College for more information on the course. She can be reached at cgustafs@carroll.edu or at 406 447-5494.



The map shows the locations of nearly all the parish nurses in Montana, and many towns include multiple parishes.



Since 1955, the Muscular Dystrophy Association has provided summer camps across the United States for youngsters with muscular dystrophy and related diseases. MDA camp is a magical place offering a wide range of activities specially designed for young people who have limited mobility or use wheelchairs. Summer camp is a place where barriers don't exist and a child with a disability can just be a child among friends.

The MDA of Montana is looking for volunteers to staff our camp, Camp Mak-A-Dream; located 65 miles east of Missoula at Gold Creek. Camp Mak-A-Dream has a full-service on-site medical facility including nurse's station, treatment rooms, and medical equipment to provide advanced care. We are looking for nurses that would be available to staff the medical facility from August 4-10, 2009. The air-conditioned medical facility needs to be staffed 24 hours a day and private living quarters are provided for our nurse volunteers. We understand a week can be a long commitment, so we are open to having nurses that could participate for 2-3 days and using multiple staff.

If you have questions or would like to volunteer, please contact JuDee O'Donnell, Health Care Services Coordinator, Muscular Dystrophy Association, 2070 Overland Ave. #101, Billings, MT 59102, 406-655-9000, jodonnell@mdausa.org.

Changing Career Direction, But Not Career Goals...

By Lori Chovanak, MNA Continuing Education Director

I am the new Continuing Education Director for MNA and I do believe that I have found my "dream job." I get up in the morning anxious to get to work and dive in. No scrubs at this job! I get to dress in "big girl" clothes and might even try wearing heels to work one of these days. My office still smells new and it's quiet and conducive to concentrating on my "to do" list for the day. Instead of sneaking a drink of coffee at a nurse's station so that the NPO patients can't see, I sip coffee comfortably at my desk and even have my drawer with snacks if I get hungry. I look forward to furthering my education as I start a graduate program in January. This shall add to the normal level of chaos that seems to fit comfortably into my life routine.

I still love moonlighting as a staff nurse. Caring for patients, seeing my longtime friends, and the confidence felt from years of evolving into a "seasoned cardiac nurse." However, the work I do at MNA has rejuvenated my enthusiasm for the nursing profession. This is a new and exciting direction for my career. I can make a difference for one patient at a time on shift at the hospital, and now I can make a difference for many patients at a time, my nursing peers and healthcare at the local, state and national levels.

MNA has a very busy schedule in the Continuing Education program and I wanted to update you on what has been happening since Oct. 20th when I started in the position.

1. MNA's site visit by ANCC was on November 14, 2008 and we are still waiting to hear from them on the outcome. During the interview we were told that if there were problems with our current practice, it would be evident during the site visit. At the end of the day, we



Lori Chovanak

- felt that this visit went very well. Our council members did a wonderful job representing MNA and there was no indication that MNA's Accredited Approver Unit was in jeopardy. The results will be a four-year approval, six-year approval, provisional, or denial.
2. Our Provider Unit has been granted a "provisional" approval and I hope that this will be upgraded to full approval within six months. Ohio's main concern was that our association has not had any consistency in the CE position and that the changes that occurred in the past two years had not been implemented at MNA. We have developed an action plan and are excited about the improvements being implemented on the provider unit side.
 3. We are very excited that we are now scheduling our education rooms for presentations and meetings. These rooms are available for members, as well as non-members to schedule meetings and events. On the evening of January 20, 2009 Rebecca Sturdevant will be presenting, "Stop Impaired Driving" at MNA.
 4. The policies for the CE program are being reviewed and updated. This is a VERY time consuming task. I have noted several times when Maxine has emailed messages were sent in the evening from home after spending the day at the office with me. She is amazing!

I have several goals for the future of MNA's continuing education program. I look forward to working with the Council on Continuing Education in implementing ideas that are collaborative, innovative, and enhance the overall program design.

As a long time active member of MNA, and now a new member of the staff, I continue to be committed to the work of our professional nursing organization. Thank you for supporting me in my new position. I am busy as ever and having a blast!

Best wishes in the New Year to all of you-
Lori Chovanak, BAN, RNC
Continuing Education Director, MNA
lori@mtnurses.org

Milk River Breastfeeding Coalition Presents Dr. Jack Newman

by Bridget Kallenberger, LPN, CLC, Public Health Nurse, Hill County Health Department

On June 2, 2009, the Milk River Breastfeeding Coalition is bringing world-renowned breastfeeding expert Dr. Jack Newman to Havre, Montana, for a day-long training opportunity. Dr. Newman graduated from the University of Toronto Medical School in 1970, interning at Vancouver General Hospital. He did his training in pediatrics in Quebec City and then at the Hospital for Sick Children in Toronto from 1977-1981. Dr. Newman founded Canada's first breastfeeding clinic in 1984. He has been a consultant for UNICEF's Baby Friendly Hospital Initiative, and evaluated the first candidate hospitals in Gabon, the Ivory Coast and Canada.

Since then, Dr. Newman's services have expanded and continue to grow including several publications on breastfeeding, which include Dr. Jack Newman's Guide to Breastfeeding, The Ultimate Breastfeeding Book of Answers, and The Latch and Other Keys to Breastfeeding Success. To learn more about Dr. Newman, please visit his website at www.drjacknewman.com.

Two of the topics Dr. Newman will present are "norms for the breastfeeding baby," when the baby refuses to latch on, and "controversies in breastfeeding." If you work with pregnant or postpartum women in need of correct breastfeeding information, this training is for you.

Registration is open to anyone. Information about the conference can be viewed on our website: www.hillcountyhealth.com. For any questions please e-mail kallenbergerb@co.hill.mt.us. Registration forms will be mailed out in early 2009.

Emergency Care Across the Life Span

Montana Emergency Nurses Association Symposium 2009

The Montana State Council of the Emergency Nurses Association (ENA) is sponsoring the Montana ENA Symposium 2009 on Friday and Saturday, April 3-4, 2009 at the Yellowstone Medical Center-Mansfield in Billings, MT. The symposium will feature national and regional speakers and offer an opportunity to network with colleagues from across the state.

Contact Montana ENA president Joan Holbrook at bjoan.holbrook@svh-mt.org or write to Emergency Nurses Association, Montana State Council, 903 Rimrock Road, Billings, MT 59102 for more information.

Dues Deductibility for Income Tax Reporting

Under the Omnibus Budget Reconciliation Act of 1993, that portion of your membership dues used by the Montana Nurses Association and the American Nurses Association for lobbying expenses is not deductible as an ordinary and necessary business expense. Montana Nurses Association reasonably estimates that the non-deductible portion of dues for the 2008 tax year is 18%.

Remember that membership dues are not deductible as a charitable expense, but rather they may be deductible as a business expense if you itemize. If you have questions, please feel free to contact the MNA office at (406) 442-6710.

Milk River Breastfeeding Coalition Presents Jack Newman Norms for Breastfeeding

June 2, 2009
8:00am to 5:00pm

Location:
Town House Inn
629 1st St. W.
Havre, Montana 59501



Funded By:
Fort Belknap SIDS Prevention Program

Information/Questions:
www.hillcountyhealth.com
kallenbergerb@co.hill.mt.us

Meeting: Town House Inn Meeting Room
629 1st St. W. 265-6711

Target Audience: Physicians, Nurses, Dietitians, Nutritionist, Lactation Consultants/Educators, Health Educators, Breastfeeding Peer Counselors, La Leche League, WIC, and others interested in supporting families in the initiation and maintenance of breastfeeding.

Hotel Accommodations:
Town House Inn
[Block : Milk River Breastfeeding Coalition]
30 rooms blocked for June 1st & 2nd, 2009. Rooms must be booked by 5-15-09. (800) 442-4667; (406) 265-6711 or e-mail lorif@townpump.biz

AmericInn 2520 Hwy 2 West 406-395-5000

Best Western 1345 1st St. 406-265-4200

Participant Confirmation: Confirmation by e-mail will be sent to participants providing an e-mail address only. No other confirmation will be sent.



AGENDA

- 7:30 Registration
- 8:00 Introductions
- 8:10 Norms for the Breastfeeding Baby
- 10:45 Break
- 11:00 When the baby refuses to latch on
- 12:30 Networking lunch
- 1:00 Controversies in Breastfeeding
- 3:00 Break
- 3:15 Controversies in Breastfeeding cont.
- 4:45 Questions, evaluations and wrap-up

OBJECTIVES

- Dealing with weight gain, stools, urine output, jaundice & hypoglycemia.
- How to prevent baby from refusing to latch on & what to do when it occurs. Plus case studies.
- Truth about formula versus breastmilk
- Supplementing formula in the first few days
- Early initiation of breastfeeding
- Breastfeeding works or it doesn't
- Birth Control affecting breastfeeding
- Feeding babies on schedule
- Premature babies and fortifiers
- Nipple shields
- Vitamin D supplements
- Tongue Tie
- Value of breastmilk
- Premature babies initiating breastfeeding

CEU's are pending: IBCLC, RN, RD, DTR, CLC

REGISTRATION

Please complete this form and return with payment by **May 13, 2009**

Payment
 Before 5/13/09 \$75.00
 On or after 5/14/09 \$100.00
(Payment includes lunch)

Walk-In registration will be allowed at appropriate rates.

First name Last name

Agency Job title

Address

City State Zip

Telephone

E-Mail Address

Mail Registration & Payment:

Hill County Health Department
% Milk River Breastfeeding Coalition
302 4th Ave.
Havre, MT 59501

Payment must accompany registration

Make Payments (Checks or Money Orders.) to:
Milk River Breastfeeding Coalition

Space is limited.

For Office Use Only:

Date Received: ___/___/___
Payment: Received Amt: \$_____

Dr. Jack Newman graduated from the University of Toronto medical school in 1970, interning at the Vancouver General Hospital. He did his training in paediatrics in Quebec City and then at the Hospital for Sick Children in Toronto from 1977-1981 to become a Fellow of the Royal College of Physicians of Canada in 1981 as well as Board Certified by the AAP in 1981. He has worked as a physician in Central America, New Zealand and South Africa. He founded the first hospital based breastfeeding clinic in Canada in 1984. He has been a consultant for UNICEF for the Baby Friendly Hospital Initiative, evaluating the first candidate hospitals in Gabon, the Ivory Coast and Canada.

Dr. Newman was a staff pediatrician at the Hospital for Sick Children emergency department from 1983 to 1992, and was, for a period of time, the acting chief of the emergency services. However, once the breastfeeding clinic started functioning, it took more and more of his time and he eventually worked full time helping mothers and babies succeed with breastfeeding. He now works at the New- man Breastfeeding Clinic and Institute based at the Canadian College of Naturopathic Medicine in Toronto.

Dr. Newman has several publications on breastfeeding, and in 2000 published, along with Teresa Pitman, a help guide for professionals and mothers on breastfeeding, called, *Dr. Jack Newman's Guide to Breastfeeding*, as it's known in Canada (revised editions, January 2003 and January 2005), and *The Ultimate Breastfeeding Book of Answers*, as it's known in the US (revised edition, November 2006). In 2006, Dr. Newman, along with Teresa Pitman, published *The Latch and Other Keys to Breastfeeding Success* (Hale Publishing). In addition, *Dr. Jack Newman's Guide to Breastfeeding* and the DVD, *Dr. Jack Newman's Visual Guide to Breastfeeding* have now been translated into French as "*L'allaitement : comprendre et réussir*" (same title for both the book and the DVD). The book is now being translated into Spanish.

Find out more about Jack on his website:
<http://www.drjacknewman.com>

SAVE THE DATE

15th Anniversary
Saturday, May 16, 2009
State Capitol—Helena

Save The Date Nursing—Together We Shine

One-Day Educational Nursing Conference
at Carroll College

In celebration of Nurses' Week, Carroll College Department of Nursing will host its 5th annual continuing education conference for nurses on May 8, 2009.

The "Nursing—Together We Shine" conference will be held on the Carroll College campus in Helena and continuing education credits from the Montana Nurses Association will be available (pending approval). All APRNs, RNs, LPNs and student nurses are invited.

Topics will include presentations on Emerging Infections; Cultural Humility Case Studies; Domestic Violence Assessment; Trends in Burn Care, including a Patient's Perspective; Collaborative Problem Solving (CPS) model; and Medicare Changes/Legislative Issues. There will also be an opportunity for audience members to analyze case studies and answer questions anonymously utilizing our interactive participant response system. Nursing research presentation topics such as Tension Headaches, Pediatric Cancer, Diabetes in the Hispanic Community, Dialysis and Sleep Disturbances, and Post-Op Pain will be included in the afternoon session. Participants will have the opportunity to tour Carroll's simulated nursing labs and interact with an array of automated manikins.

Carroll College is committed to providing continuing education and development for the nurses of Montana and we hope you will join us at this event.

To request a conference brochure, please contact Terri John, secretary of the Carroll College Department of Nursing, at (406) 447-5491 or tjohn@carroll.edu.



Building A Healthy America

Call for Appointees to serve on the: IRS-LM2 Recommendations Committee For Local Unit and District Accounting and Reporting Sub-Committee of the Finance Committee

RESOLUTION MNA-08-2

Whereas: IRS regulations have significantly become more stringent for union accounting; and

Whereas: in order to meet IRS requirements, all local units and districts may, in the future, be required to file IRS-LM2 annually; and

Whereas: annual filing the IRS-LM2 may be cost prohibitive to local units and districts; and

Whereas: reporting local unit and district accounting records through a single IRS-LM2 annual report would insure consistent and transparent accounting practice; and

Whereas: this is an accepted practice in other states nurses' associations.

Therefore be it resolved: that the MNA Board of Directors create a committee to study and make recommendations concerning local unit and district accounting and reporting; and

Be it further resolved: that the committee pays particular attention to policies and procedures concerning accounting and IRS-LM2 filings; and

Be it further resolved: that the committee consist of members of the board of directors, district, and local unit members; and

Be it further resolved: that the committee reports its findings and makes recommendations based on such findings to the 2009 House of Delegates.

Cost: One (1) face-to-face meeting with follow up conference calls (approximately \$16.50 per call for 5 members) as determined by the committee.

Submitted by MNA's Collective Bargaining Assembly Ratified by House of Delegates: October 2, 2008.

If you are interested and willing to serve on this committee, please submit a completed and signed Consent to Serve to Montana Nurses Association, 20 Old Montana State Highway, Clancy MT 59634.



MONTANA NURSES ASSOCIATION
DISTRICTS
(Rev. 08/2009)

District Contacts

District 1

Maggie Shulund

Home: 406-777-5404

Work: 406-329-4021

Cell: 406-370-3941

Email: magshu2000@yahoo.com



District 2

Currently Vacant

Maggie Shulund

District 3

Barb Prescott

Home: 406-585-1393

Email: doctorbarb1@msn.com

District 4

Lynne Maierle

Home: 406-442-6128

Work: 406-444-2397

Email: lmazierle@stpetes.org



Barb Prescott

District 5

Keri Cross

Home: 406-855-2210

Work: 406-657-4000

Email: imbsnrrn@yahoo.com



Keri Cross

District 6

Sue Swan

Home: 406-265-5703

Work: 406-265-3599

Email: swans@msun.edu

District 7

Co-Presidents:

Gwyn Palchuk

Home: 406-453-2913

Work: 406-751-4181

Email: centryclinic@yahoo.com

Karen Skonord

Home: 406-270-8132

Work: 406-756-6554

District 8

Karna Peplinski

Home: 406-488-8062

Email: karnajo@hotmail.com

Kyna Bighorn

Home: 406-488-8949

Email: kynamb@gmail.com



Montana Nurses Association – MEMBERSHIP APPLICATION

20 Old Montana State Highway • Clancy MT 59634 • 406-442-6710 • FAX 406-442-1841 • www.mtnurses.org

DATE: _____

_____ Last Name / First Name / Middle Initial	_____ Home Phone Number	_____ Basic School of Nursing
_____ Home Address	_____ Cell Phone Number	_____ Graduation Date
_____ City / State / Zip Code	_____ FAX Number	_____ Credentials
_____ Employer Name	_____ Work Phone Number	_____ RN License Number / State
_____ Employer Address	_____ E-mail Address (Please print clearly)	
_____ Employer City / State / Zip Code	_____ Hire Date	_____ Social Security Number
		_____ Date of Birth

MEMBERSHIP CATEGORY (Check One)

- M = Full Membership Dues**
 Employed – Full-time
 Employed – Part-time
- R = Reduced Membership Dues**
 Not Employed
 Full-time Student (Basic Degree)
 New Graduate (From basic nursing education program, within six months after graduation – first membership year only.)
 62-years-of-age or over and not earning more than Social Security allows.
- S = Special Membership Dues**
 62-years of age or over - not employed
 Totally Disabled
- MT State Only Membership Dues**
 Annual Dues \$205 (Payable to MNA)
 (Members covered under Collective Bargaining agreement are not eligible for this type membership.)

Please Note:
 \$5.42 of member dues is for the subscriptions to The American Nurse. \$20 is for the subscription to the American Nurse Today.
 State nurses association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, that percentage of dues used for lobbying by MNA is not deductible as a business expense. Please check with MNA for the correct amount.

METHOD OF PAYMENT (Choose One)

- 1. E-PAY - MONTHLY**
 ELECTRONIC FUNDS TRANSFER (EFT)
 Checking Account
 Savings Account

This is to authorize **monthly electronic payments** to American Nurses Association, Inc. (ANA). By signing on the line, I authorize my Constituent Member Association (CMA/ANA) to withdraw 1/12 of my annual dues and any additional service fees from my account.

Monthly Electronic Deduction Authorization Signature

Please enclose a **check payable to ANA** for the first month's payment; the account designated by the enclosed check will be drawn on or after the 15th of each month. If savings account, please enclose a deposit slip.)

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

2. CREDIT CARD PAYMENT MONTHLY OR ANNUALLY

- Monthly Amount to Charge:
 Annual \$ _____ . _____

Account #: VISA MasterCard

Expiration Date: ____ / ____

This is to authorize credit card payments to American Nurses Association, Inc. (ANA). By signing on the line, I authorize CMA/ANA to charge the credit card listed in the credit card information for the monthly dues on the 1st day of the month per month or when annual renewal is due.

Credit Card Payment Authorization Signature

3. PAYROLL DEDUCTION - MONTHLY

- This monthly payment plan is available only where there is an agreement between your employer and the association to make such deduction.

Payroll Deduction Authorization Signature

4. ANNUAL PAYMENT IN FULL

- Enclose check payable to ANA for annual amount.

To apply for ANA Membership Only:
www.NursingWorld.org

TO BE COMPLETED BY MNA:

STATE _____	DISTRICT _____	REGION _____	EMPLOYER CODE _____	SPONSOR (IF APPLICABLE) _____
EXPIRATION DATE _____	MONTH _____	MEMBER TYPE _____	APPROVED BY _____	SNA MEMBERSHIP NUMBER _____
YEAR _____			DATE PROCESSED _____	
			PAYMENT TYPE _____	DATE APPLICATION RECEIVED _____
			CHECK NUMBER (IF APPLICABLE) _____	
			AMOUNT _____	