



West Virginia Nurse

“Nurses working together for a healthy West Virginia”

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of the West Virginia
Nurses Association

Happy Holidays, from the West Virginia Nurses Association!



President's Message

by Pamela S Neal, RN, MSN-NA, C-FNP



Pamela S. Neal

This is my final message to you as President of the WVNA. First, I would like to say, it has been an honor to serve as your President for the last four years. It is hard for me to believe that four years have passed since I first took on this adventure. While, we have accomplished much during my tenure, there is still so much work to be done and it will take the unified voice of nursing

to accomplish our goal for Nursing is the unifying force to advance quality health for all.

Recently, I was graciously invited to be keynote speaker for the West Virginia Organization of Nurse Executives during their fall conference in Morgantown, WV. I was excited to have the opportunity to share WVNA's vision of the Power of Unity and our efforts to "Strive for Excellence" through quality initiatives, such as: Magnet Designation and NDNQI.

I spoke with nurse executives who spoke about their ongoing struggle to retain and recruit their workforce staff. We must work proactively to improve the workplace environment if we hope to recruit and retain our nursing workforce. It was during this conference that I learned of Ruby Memorial's acceptance by ANA's NDNQI Conference to speak on their journey with the collection of NDNQI data.

ANA's National Database for Nursing Quality Indicators (NDNQI®) demonstrates the positive impact of appropriate mix of nursing staff on patient outcomes—Provides data at the unit level and—Develops a database to inform practice and policy. As of January, 2008: 1,215 hospitals were participating in NDNQI. NDNQI conducts an annual RN satisfaction survey for participating hospitals, that allows RNs to respond anonymously regarding their opinions, so that hospitals can obtain a true evaluation of nursing satisfaction. In return, the anonymity of the hospital is safe guarded from other facilities, so facilities can openly participate without repercussions. In 2006, data included responses from 176,000 RNs. Satisfaction factors included nurse-physician interaction, autonomy, pay, and overtime. RNs

responded to questions about their intent to remain in their position and future NDNQI data will include indicators measuring nurse turnover; this will allow hospitals to better assess RN retention.

What is the value of NDNQI? NDNQI provides Nationally aggregated data about importance of appropriate staffing; Provides insights on how this varies based on type of patient population, level of acuity, and type of hospital; Draws measurable connections between staffing levels and patient outcomes; Leads to an environment that provides for greater patient safety. Currently, West Virginia has only 9 hospitals participating in this important endeavor for nursing and our patients.

WVNA is reaching out to nurse executives and their respective hospitals to increase participation in our state. The long term outcome of this collection of data increases the possibility of petitioning the Centers for Medicare and Medicaid Services (CMS) to unbundle nursing charges from the hospital daily room rate, thereby allowing nursing to be viewed as a revenue producing entity rather than an expense within the hospital budget. This will help to quantify the value of nursing care and encourage better compensation for high-quality

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The West Virginia Nurses Association's 2008 Annual Conference November 15th, 2008 Charleston Marriott Town Center



Join the West Virginia Nurses Association members and your nursing colleagues during this exciting event. The 2008 Annual Conference will be held November 15th, 2008 in Charleston, West Virginia at the Charleston Town Center Marriott.

In addition to celebrating the Annual Conference, there will also be a West Virginia Nurse Foundation Dinner that evening. The West Virginia Nurse Foundation was established to foster and promote public awareness and interest in nursing practice, enhance the general quality of

nursing practice, and improve the public's health and health awareness through education and advancement of the nursing profession.

Learn the story of WVNA's past and help write the story of the future with energizing experiences, empowering insight, and essential resources like... CE sessions you need; A WVN Foundation Dinner; Exhibitor's; ...and more!

Registration will begin October 1st, 2008 online at www.wvnurses.org or call the Central Office at 1-800-400-1226. Room reservations

at the Charleston Marriott are available at a reduced rate, so call 304/345-6500 to make your reservation and use the code: West Virginia Nurses Association.

NOTE: Limited space is available, so make your reservations early!

So, please mark your calendars and come out and attend this important WVNA event that honors the nursing profession.

Come join us for a weekend of fun!

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Editor's Message

by Nellie Lucas, RN, BA



Nellie Lucas

Have you renewed your nursing license? Don't forget you can renew online at www.wvrnboard.com or complete the application that was sent in the latest issue of the WV RN Nursing News.

Can you believe we are nearing the end of 2008? It seems like yesterday we were worrying about computers crashing as it turned 2000. This year WVNA would like to hear from the nurses of

WV to see what we can do for you. Please take a few minutes to answer the following questions and email your answers to nlucas@wvnurses.org

1. Do you belong to WVNA?
2. Do you belong to ANA?
3. Do you belong to a nursing specialty organization?
4. Do you know how to contact WVNA?
5. How well does WVNA communicate with you as a nurse?
6. Are you aware of nursing and patient care issues WVNA presents to the legislators?
7. What would entice you to join WVNA?
8. What changes would you like to see in WVNA/ANA?
9. If you answered yes to number 3, please name the organization and what that organization offers that WVNA/ANA does not offer.

10. What do you see as the number one issue for nurses in 2009?
Thank you for helping make WVNA the voice of all nurses. This is—

My Christmas Wish To YOU

by Catherine Pulsifer

If I could wish a wish for you, it would be for peace and happiness not only now, but for the whole year through!

I wish that there always be food on your table. And that you always remember those less fortunate.

May you always take time to share, and thank those who share with you.

I wish for time, so you may reflect on the blessings that you have, and that you express your love to those who are dear to you.

May you never feel lonely, because there are those who care.

That you realize: you are special, you are unique, you make a difference, not only at Christmas, but all year!

I wish for your thoughts to be positive ones, that you never quit, that you never give up, and that you continue to learn.

I wish for the love, peace, and joy of Christmas be yours always.

West Virginia Nurse Production Schedule

The *West Virginia Nurse* is published quarterly. Copy deadline for the 2008-2009 issues are as follows;

February Issue	December 22, 2008
May Issue	March 23rd, 2009
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November Issue	September 21st, 2009



West Virginia Nurse

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West Virginia Nurses Association
405 Capitol Street, Suite 600
Charleston, WV 25301
Phone: 304.342.1169 or 800.400.1226
Fax: 304.414.3369
Email: centraloffice@wvnurses.org
Webpage: www.wvnurses.org

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The opinions contained herein are those of the individual authors and do not necessarily reflect the views of the Association.

WV Nurse reserves the right to edit all materials to its style and space requirements and to clarify presentations.

WVNA Mission Statement

To ensure a unified and powerful voice for all nurses, to advocate for enhancement and access to quality, professional, healthcare services for all citizens of West Virginia, and to promote the professional development of nurses to ensure the forward progress of our profession.

Executive Board

Pam Neal, President: pneal@wvnurses.org

Sherri Williams, 1st Vice President:

swilliams@wvnurses.org

Joy Cline, Treasurer: jcline@wvnurses.org

Nellie Lucas, Secretary: nlucas@wvnurses.org

Board of Directors

Pam Neal, President: pneal@wvnurses.org

Sherri Williams, 1st Vice President:

swilliams@wvnurses.org

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Nellie Lucas, Secretary: nlucas@wvnurses.org

Janice Smith, Board Representative, District 8:

jsmith@wvnurses.org

Pamela Edens, Board Representative, District 12:

pedens@wvnurses.org

Faith Moore, Board Representative, District 7:

fmoore@wvnurses.org

Gail Carter, Board Representative, District 6:

gcarter@wvnurses.org

Joyce Egnor, District Representative, District 11:

jegnor@wvnurses.org

Sherri Williams, District Representative, District 10:

swilliams@wvnurses.org

Rue Hairston, Economic and General Welfare:

rhairston@wvnurses.org

WVNA Staff

Steve McElroy, Executive Director,
Government Relations Director, CEO - WVNA Foundation
smcelroy@wvnurses.org

Monique Fortson, Media, Events & Administrative
Coordinator, Designer/Editor - The WVNA Reporter
mfortson@wvnurses.org

Dale Martin, Labor Relations Director

dmartin@wvnurses.org

WV Nurse Staff

Nellie Lucas, RN - Editor

Monique Fortson - Managing Editor

West Virginia Nurse Copy Submission Guidelines

All WVNA members are encouraged to submit material for publication that is of interest to nurses (especially in the following sections: Nightingale Tribute, District News and Members in the News). The material will be reviewed and may be edited for publication. There is no payment for articles published in the *West Virginia Nurse*.

Article submission is preferred in Word Perfect or MS Word format. Photo submission is preferred in jpg format, and saved at 100% if possible. When sending pictures, please remember to label pictures clearly since the editors have no way of knowing who persons in the photos might be.

Copy Submission via email: Only use MS Word for text submission. Please do not embed photos in Word files as they cannot be retrieved well by Arthur L. Davis Publishing Agency, Inc. Send photos as separate files.

Approximately 1,600 words equal a full page in the paper. This does not account for headlines, photos, special graphics, pull quotes, etc.

Submit material to

West Virginia Nurse

PO Box 1946

Charleston, WV 25327

or Email: mfortson@wvnurses.org

Any advertising needs or questions must be directed to

Arthur L. Davis Publishing Agency, Inc.

PO Box 216

Cedar Falls, IA 50613, 1-800-626-4081

If you wish additional information or have questions, please contact WVNA headquarters.

President's Message*(Continued from page 1)*

care. Ruby Memorial has been invited to speak at WVNA's Fall Conference in November 2008 to educate both staff nurses and nurse executives regarding the usage of NDNQI data; see www.wvnurses.org for more information. ANA is also holding a conference in January 2009 regarding this year's collection of data and outcomes; see www.nursingworld.org for more information.

I recently attended the ANA Congress Meeting in Washington, D.C. Currently discussion surrounded the movement of Master's prepared nurse practitioners to Doctoral prepared nurse practitioners. A speaker from AACN came to clarify this movement in changing education requirements for practice. The Congress is currently in the process of writing a position paper of support of entry into practice at the Doctoral level to occur by 2015. The position will include the support of all currently prepared Master's level practitioners to be grandfathered into practice. There was much discussion regarding the transition of education from the BSN to DNP and eliminating Master's prepared education for nurse practitioners. The WVNA Fall Conference will also include discussion regarding the ongoing work to expand prescriptive authority in our state. Nurse practitioners should be sure to mark this date and join WVNA's Nurse Legislative Leader Congress to assist in this movement during the upcoming legislative session.

Much is changing in nursing and it is important to be involved in your professional organization, so that your voice may be heard. I look forward to the upcoming year and I hope to see continued growth in this organization. It is only through our unified efforts that nurses can be the unified voice to advance quality health for all. Join us!

WVNA New Career Center

The West Virginia Nurses Association is pleased to announce the implementation of a Career Center located on our website (www.wvnurses.org). Our goal is to provide an exceptional service to Employers and/or Job Seekers who serve in the specialized market of Healthcare.

We invite you to join us in making this a great place for nurses to find the perfect career, as well as employers a place to post their jobs and start receiving calls and resumes right away!

For further information regarding our new Career Center, or any matter of importance to you, please call Monique Fortson—Media, Marketing & Administrative Coordinator at (304) 342-1169.



2008 Healthcare Focus National Healthcare Observances

November	
1-30	American Diabetes Month
1-30	Diabetic Eye Disease Month
1-30	Jaw Joints—TMJ Awareness Month
1-30	Lung Cancer Awareness Month
1-30	National Alzheimer's Disease Awareness
1-30	National Hospice Palliative Care Month
1-30	Pancreatic Cancer Awareness Month
1-30	Prematurity Awareness Month
1-30	Pulmonary Hypertension Awareness Month
18	Prematurity Awareness Day
20	Great American Smokeout
25–December 1	Gastroesophageal Reflux Disease
December	
1-31	Safe Toys and Gifts Month
1-7	National Aplastic Anemia and MDS Awareness Week
1	World AIDS Day
7-13	National Handwashing Awareness Week

Reasons to Attend an ANCC Approved Educational Offering

*by Sherri Williams, RN, MSN, CFNP
Chair, WVNA Provider Unit*



Sherri Williams

Often times nursing struggles to obtain CE's for their license renewal due to several factors including; availability, excessive expense, and time off from work to attend.

Why attend an ANCC approved offering? These offerings go through extensive review and preparation to assure the attendee a quality relay of

information that is useful, accurate and up to date with the most current practice.

WVNA recently went through an accreditation review in which the Provider Unit was awarded a 4 year renewal. During this process every part of an educational offering were reviewed and participants were interviewed. The presenter was also reviewed and evaluated for their expertise of the area in which they were instructing. So why is this important to the participant? Firstly, the attendee can be assured a quality presentation and the most current practice to use the information to enhance personal practice. Secondly, most ANCC certification requires that at least half if not more of the continuing education requirements be from an ANCC provider.

The future plans of the West Virginia Nurses Association Provider Unit is an online CE program that will be implemented at the first of next year. Additionally, a calendar of various seminars and workshops will also be a new aspect of the Association, during that same year.

We are asking everyone that have ideas for topics to be taught at these seminars and workshops to contact Sherri Williams, Chair of the Provider Unit at swilliams@wvnurses.org or Monique Fortson, WVNA Media, Marketing & Administrative Coordinator at 304-342-1169 or mfortson@wvnurses.org.

District 4-7 Announce Available Scholarships

*submitted by Kimberly Phillips, BSN, RN
WVNA District 4-7 President*

The West Virginia Association, District 4-7 is pleased to announce the availability of two scholarships for those students entering the final year of their nursing studies for registered nursing. Two \$500.00 scholarships will be awarded, one to a traditional registered professional nursing student and the second to a student in a LPN-RN program.

The scholarships will be awarded based on criteria developed on the premise of "Excellence in Nursing." While the grades of the student will play an important part of determining who will receive the scholarship, other criteria will require a letter from an instructor who should discuss the student's potential for professionalism in relation to the student's contact with the client, the client's family, other students, faculty and other staff members.

Schools of nursing included in District 4-7 include Alderson-Broadus College, Davis and Elkins College, West Virginia Wesleyan and any online program which is accredited by the West Virginia Board of Examiners.

Students who are interested in applying for the scholarship may do so by downloading the application at WVNA District 4-7 website; www.wvnadistrict4-7nurses.org.

The deadline for all applications is November 15, 2008. The scholarship will be awarded in December and the student will be recognized at the Nurses Day Dinner in May, 2009.

WVSNA 2008 Annual Conference

by Leah Kehler, WVSNA Newsletter Editor

This year WVSNA will be hosting its annual conference in Parkersburg at the West Virginia University—Parkersburg Campus. The theme for this year's conference is "Moving Toward the Future." The conference had been re formatted from previous years. Breakout sessions will be added to the morning and afternoon to break the large group up onto two smaller groups. This will help keep students more engaged in learning and help them have a more hands on experience. The break out sessions will be composed of the following topics: Simulation experience, resume and interviewing tips, and expert panel on career advancement. In the simulation experience students will be able to participate in a clinical experience with simulated patients. This will give the students a look at the upcoming and latest technology in nurse training. Resume and interviewing tips will help prepare upcoming graduates be presentable to future employers. The expert panel on career advancement will expose students to the different degrees that can be achieved in nursing and how it will help their practice as a nurse. The conference will also feature presentations by the WV/RN Board of Nursing and the West Virginia Cardiac project. Hopefully this will be a day of learning and fun for nursing students across the state.

De-Stressing Tips—Part Five— The Relationship

by Aila Accad, RN, MSN



Aila Accad

The most difficult stressor for most of us is other people. We often blame other people for how we feel, what we think and choices we feel forced to make. The truth is other people are not responsible for any of these things.

When we give others control over our feelings thoughts and choices, we feel powerless. That loss of control is the cause of our stress.

The natural response to loss of control is fight or flight. It's no surprise that as more people feel out of control in their lives anger (fight) or depression (flight) increases.

The number one key to de-stressing your relationships is keeping in mind what you control and what the other person controls. You control everything within you—what you think, feel, and choose. Other people, including your children, have complete control over what they think, feel and choose. You have no control over their inner experience. You can influence others through the way that you communicate with them verbally and nonverbally.

Interpersonal communication is too complex a subject to cover fully in a brief article. The focus of this article is to provide a few tips that can help you immediately de-stress any relationship.

Take responsibility for you

When you find yourself reacting to what someone says or does take a moment to take a deep breath and reflect on where the reaction is coming from. In what way are you feeling a loss of control?

The other person's behavior may remind you of a parent. In this case you can feel like a powerless child. Remind yourself that you are an adult. You have the right to think, feel and choose according to your beliefs and desires. If there are consequences for your choice, recognize those, assess your options and choose accordingly. On the other hand, the person's stance may be more like an irresponsible child who's expecting you to take responsibility for their feelings and behavior. Clarifying both of your positions as equal adults and separating the responsibility appropriately can reduce your stress.

Caution: if the other person is not willing to take responsibility for their behavior, this approach can actually increase their stress. Assess your options and choose your response wisely.

Keep in mind de-stressing is not dependent on what you choose to do. De-stressing is in understanding that your choice is in your control.

Let go of controlling the other.

Acknowledge and respect the other person's right and responsibility to think, feel and act according to their beliefs and desires. Acknowledging the other persons control and responsibility for themselves does not mean that you have to agree with them.

Being open to listening and understanding differences creates an environment for dialogue and opens the possibilities for new views and new choices. When people are not feeling controlled, they are less stressed and more open to being influenced and persuaded to see things from another perspective.

Take charge of your position

Reduce your stress by taking charge of your physical, nonverbal power in the relationship.

Make sure you are at a level physical position with the other person. If they are standing either invite them to sit or you stand up. Stand up straight, feet about shoulder width apart and breathe deeply into the base of your pelvis. Maintain direct, open, non-glaring eye contact.

When you want to have a collaborative conversation, sit at an angle beside the other person. If possible, eliminate any barriers like desks between you.

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De-Stressing Tips

(Continued from page 7)

If you anticipate a conversation will be stressful, pick a location that will reduce the stress, as taking a walk in nature, a neutral or living room-like setting, or a space that is open, comfortable and light.

Use 'I' Statements

Take responsibility by using 'I' statements—I think, I feel, I prefer. Instead of blaming or accusing the other person for making you feel a certain way, communicate how you feel based on what has happened and how you would like it to be different in the future. This can enhance communication by giving the other person information about what is important to you. The other person then can consider this information in the future. Of course, you have no control over that. You can only control sharing your side of the communication.

Request feedback.

It's important to realize that everyone has a different perspective and interpretation of what they see and hear. Even though you may both speak the same language, two people will not hear things the same way. Assuming people see things the way you do or that they 'should' creates stress.

It's important to understand that there are as

many ways to view a situation or experience, as there are people involved. Requesting feedback with curiosity and an open attitude is an important way to increase clarity and reduce the stress of misunderstanding.

Putting it together

When you understand that everyone has the equal right to think, feel and act according to their own judgment and that everyone has a unique perspective, you realize that trying to control another person is futile. At the same time, taking power and control over your rightful responsibility for yourself and your message can not only reduce your stress, it can open the door to satisfying, happy relationships.

In de-stressing a relationship, you are not only concerned about your stress, but also the stress of the other person. You want to reduce the fear of loss of control on both sides of the relationship. Standing in your power to control your side of the relationship is your right and responsibility. At the same time, creating an environment where the other person knows you are respecting their right and responsibility for their unique side of the communication has the potential to reduce their stress as well.

You do not have the power to control another. You do have the power to influence and persuade others with an attitude of confidence and openness. The power to de-stress your relationships is in your hands.

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(You can read *Nurse De-Stressing Tips—Parts 1–4* at <http://www.ailaspeaks.com/articles.html>)

Aila Accad, RN, MSN, known as the 'De-Stress Expert', is a professional Speaker, Trainer, Author, Well-Being Coach, and expert in De-Stressing. Learn more about her *De-Stress and Lead Programs* for Nurses at <http://www.ailaspeaks.com>. Fill out a contact form on the website to connect with Aila directly or to arrange for speaking, workshops, retreats and personal coaching.

ANA News

American Nurses Association Calls for the Formation of a UN Women's Agency

SILVER SPRING, MD—The American Nurses Association (ANA) urges its RN members, and all health care professionals to lobby their United Nations representatives, heads of state and legislators about the critical need for a fully funded UN Women's organization to address gender equality concerns globally. UN Member states are poised to adopt a resolution at the 63rd session of the UN General Assembly this September to establish a new agency.

"The fundamental principal of all nursing practice is a respect for the inherent worth, dignity, and human rights of every individual. The creation of this agency could have potential, over time, of improving the physical and psychological well-being of over half the world's population. That is why ANA has been and will continue to be a vocal advocate on behalf of a UN agency focusing on gender equality and women's empowerment," said ANA President Rebecca M. Patton, MSN, RN, CNOR.

ANA has been a leader in campaigning for a dedicated women's agency based on the belief that the current structures within the UN are insufficient in scope, coordination and resources to make the significant progress in those global problems that we, as nurses, recognize as having detrimental effects on women and girls. These problems include poverty, gender-based violence, poor access to health care and inadequate education.

You have the opportunity to have a significant impact on an issue of international importance, with repercussions for generations to come. As vocal advocates for the rights and health of women and girls, you can ensure their voices are heard. Please

take a few moments to express your support for this agency. A sample letter can be found here, <http://www.nursingworld.org/DocumentVault/NewsAnnouncements/UNWomensAgencyletter.aspx>. More information including background information, as well as additional model letters are available at <http://www.icn.ch/waa.htm>.

US Contact Information:

Dr. Zalmay Khalilzad
US Ambassador to the United Nations
The United States Mission to the United Nations
140 E. 45th St., New York, NY 10017

Ban Ki-Moon
Secretary General of the United Nations
UN Headquarters
First Avenue at 46th Street, New York, NY 10017

Dr. Asha-Rose Migiro
Deputy Secretary General of the United Nations
UN Headquarters
First Avenue at 46th Street, New York, NY 10017

Condoleezza Rice
Secretary of State
US Department of State
2201 C Street, NW, Washington DC 20520

H.E. Srgjan Kerim
President, UN General Assembly
UN Headquarters
First Avenue at 46th Street, New York, NY 10017



ANA Hosts Event at Democratic National Convention

SILVER SPRING, MD—The American Nurses Association (ANA), in association with The Creative Coalition, the American Association of Nurse Anesthetists (AANA), American Physical Therapy Association (APTA), American Health Care Association (AHCA), National Center for Assisted Living (NCAL), and AARP, hosted a special town hall meeting during the Democratic National Convention to discuss vital health care issues.

The event entitled "From Hollywood to the Hill: Speak Out on Health Care—If I had one minute with the Next President" brought together professionals from the fields of health care, policy, media, and entertainment to share ideas and views on health system reform.

Over 40 different national and international media outlets covered the event which was attended by several members of the U.S. House and Senate as well as state and local elected officials from across the country. Nurses who also serve as delegates were in attendance. The Association of periOperative Registered Nurses (AORN) and the Colorado Nurses Association attended and provided volunteer support.

The American Nurses Association Advances The Prevention Of The Unethical Recruitment Of Foreign-Educated Nurses

Business, Labor, Educators and Advocates Unite, Release Code of Conduct for the Ethical Recruitment of Foreign Educated Nurses to the United States

SILVER SPRING, MD—The American Nurses Association (ANA) along with representatives of unions, health care organizations, educational and licensure bodies, and recruiters joined forces today by publicly releasing the *Code of Ethical Conduct for the Recruitment of Foreign Educated Nurses*. The Code provides voluntary guidelines that aim to ensure the growing practice of recruiting foreign-educated nurses to the United States is done in a responsible and transparent manner.

“Recruitment of foreign-educated nurses (FENSs) to the United States is growing in response to the U.S. nurse shortage. While there is disagreement over the causes of the nursing shortage and whether international nurse recruitment is part of the solution, there is widespread agreement that if it is occurring it should be conducted in an ethical manner that balances diverse stakeholder interests. Adoption of this Code will safeguard the rights of FENs and enhance high-quality patient care, both domestically and abroad,” remarked ANA President Rebecca M. Patton, MSN, RN, CNOR.

ANA has long advocated for the ethical recruitment of foreign-educated nurses. In April 2008, the association filed an amicus brief in New York supporting a motion to drop criminal charges against the group of Filipino registered

nurses charged with patient endangerment after resigning their positions. These nurses have come to be known as the “Sentosa nurses.”

The nurses had been recruited by the Sentosa Recruitment Agency to work at specific nursing home facilities on Long Island. When they arrived in the U.S., they discovered they actually were working for a staffing agency, Prompt Nurses Employment Agency. Over a period of months, the nurses said, the agency refused to pay them according to the terms of their contracts. They also said they were not properly trained for their new jobs and were required to care for more patients than they believed were safe.

The Code is designed to increase transparency and accountability throughout the process of recruitment and provides guidance to health care organizations and recruiters on ways to ensure recruitment is not harmful to source countries.

In addition to the ANA, the Code has also been endorsed by numerous groups, the American Association of International Healthcare Recruitment, the National Council of State Boards of Nursing, the National Association for Home Care and Hospice, several large recruiters, and multiple associations of foreign educated nurses.

A copy of the Code of Conduct is available on ANA’s web site at www.nursingworld.org in the Announcements section.



The American Nurses Association Endorses Senator Barack Obama

SILVER SPRING, MD—The American Nurses Association (ANA) announces its endorsement of Senator Barack Obama (D-IL) in the 2008 Presidential Election. The ANA represents the interests of the nation’s 2.9 million registered nurses.

“As President, Barack Obama will bring real change to our health care system,” said ANA President Rebecca M. Patton, MSN, RN, CNOR. “Nurses are consistently voted the most trusted profession by the American people, and we, as a profession, trust that Barack Obama will see that affordable quality health care is made available to everyone.”

“I am honored to receive the endorsement of the American Nurses Association,” said Sen. Barack Obama. “The nurses of America serve our country tirelessly, and I share their belief that we must bring affordable and accessible health care to all Americans. My plan lowers health care costs for the average American family by up to \$2500 and finally makes health care work better for American families than it does for the drug and insurance companies.”

“Both Senator Obama and Senator Clinton spoke at ANA’s House of Delegates in June about the need to move forward in unity to bring about real, much needed change to our health care system, and our nurses responded; ‘Yes we can’” Patton added. “Nurses represent the largest group of health care professionals in this country, and working together, we can use our power in the voting booth to make health care a priority, and make Barack Obama the next President of the United States.”

Senator Obama is committed to signing universal health legislation by the end of his first term in office that ensures all Americans have high-quality, affordable health care coverage. Barack Obama recognizes that nurses play a critical role in every aspect of patient care, and the nursing shortage ranks as one of the most pressing issues facing our health care system. Obama’s health care plan includes expanded funding to improve the primary care and public health practitioner workforce; including loan repayments, improved reimbursement and training grants.

Barack Obama has a history of advocacy for nurses and patients. In the Illinois senate, he helped lead efforts to protect nurses and improve the quality of health care. In the U.S. Senate, he cosponsored the Safe Nursing and Patient Care Act, which limits mandatory overtime for nurses to true emergency situations, and as President, he has promised to sign this important legislation into law.

ANA has been making presidential endorsements since 1984. The endorsement process includes sending a questionnaire on nursing and health care issues to all of the Democratic and Republican candidates, an invitation to all of the democratic and republican candidates for a personal interview and an online survey of ANA’s membership regarding which candidate is most supportive of nursing’s agenda.

*Happy Holidays From the
West Virginia Nurses Association*



UAN News

Statement by UAN President on Withdrawal of the Michigan Nurses Association from the American Nurses Association

Silver Spring, MD—UAN President Ann Converso, RN, today commended the members of the Michigan Nurses Association for their longstanding commitment to staff nurses, the union movement and the important work of the United American Nurses, AFL-CIO:

“In their recent decision to withdraw from the American Nurses Association, the Michigan Nurses Association again demonstrates that their first and foremost priority is to champion the cause of staff nurses. By comparison, actions by the American Nurses Association at their House of Delegates made it clear that staff nurses are an afterthought or even an annoyance on the ANA priority list.

“On behalf of the UAN Executive Council, I salute MNA for taking this courageous stand for staff nurses, our patients and our profession. Despite the decisions by the ANA House to once again relegate staff nurses to second-class citizens within their organization, UAN remains steadfast in our mission to have staff nurses driving our organization—in our fight for safe staffing ratios, safe patient handling legislation, the right to choose a union, organizing unorganized nurses and more. I know we will be successful because we are building on the powerful work undertaken by MNA and other strong UAN Affiliates in their own states.”

National Staff Nurses Union Endorses Obama for President

UAN Leaders Cite Obama's Commitment to Working Families, Health Care Solutions

Silver Spring, MD—Leaders of the United American Nurses, AFL-CIO, announced today that the union of staff nurses endorsed Sen. Barack Obama (D-IL) for president of the United States and will be working to ensure that Obama is elected.

“After a long and careful look at the candidates and listening to our staff nurse members and activists, it is clear that Sen. Obama is the best choice to make sure that the needs of staff nurses, their families and all America's working families come first, not as an afterthought or an empty campaign promise. We look forward to working hard on his election.” said UAN President Ann Converso, RN.

UAN's Executive Council voted unanimously to endorse Obama, acting on input from the UAN RN PAC Board and results of a straw poll of delegates to UAN's National Labor Assembly. Last fall, UAN asked presidential candidates to begin a dialogue on patient care and nursing issues that

would address concerns of staff nurses. Through this exchange, Sen. Obama outlined a platform that includes key priorities for staff nurses—from enactment of federal RN staffing standards to safe patient handling legislation.

“Sen. Obama has demonstrated a larger understanding of the problems in our health care system and a vision for how we can fix them,” added Converso. “For nurses fighting for our patients and ourselves day-in and day-out, our next president must make health care a priority. I believe Sen. Obama will do that.

“Our country has endured eight long years of an administration that puts the corporate bottom line ahead of working families. As nurses, we know all too well what happens when profits take precedence over people—whether in a hospital or in the White House. It is time for a president who advocates strongly and unwaveringly for working families. We will be working alongside our sisters and brothers across the labor and progressive communities to make sure we elect Sen. Obama as our next president.”

UAN Welcomes Frederickson as Executive Director

Silver Spring, MD—Executive Council members of the United American Nurses, AFL-CIO, announced today the appointment of Walter Frederickson, RN, to the position of executive director of the UAN.

“We are very fortunate to have gained someone not only with Walt's organizational experience and knowledge of UAN's history, but also his strong labor and nursing background,” said UAN President Ann Converso, RN. “I believe he will be a tremendous asset as we look to grow our union and improve conditions for nurses and their patients.”

An RN for more than 30 years, Frederickson comes to the UAN from the Minnesota Nurses Association, UAN's largest affiliate with 20,000 members. He previously was a member of UAN's Continuing Advisory Committee to the Executive Council and served as a UAN director-at-large on the UAN Executive Council from 1999-2001.

In his twelve years with MNA, Frederickson held many positions, from organizer to director of labor relations to executive director. He currently serves on the Minnesota State AFL-CIO Board of Directors, as a trustee of the Minneapolis Central Labor Union Council, AFL-CIO, and as a trustee on the Minneapolis Regional Labor Federation, AFL-CIO.

“Walt has dedicated his professional life to working with union nurses and shares our vision for organizing staff nurses around the country who don't yet enjoy the benefits of union membership,” added Converso. “We have seen the good work he has done to strengthen MNA/UAN members in Minnesota, and I look forward to working with him to build on that success at the national level.”

Striking ARH Registered Nurses Receive Unemployment Compensation Benefits

by Rue Hairston, RN, Chair
WVNA Economic & General Welfare Commission



Rue Hairston

Over 600 registered nurses at nine hospitals in WV and KY spent eighty-three (83) days on strike in 2007 against Appalachian Regional Healthcare, Inc. for adequate staffing, patient safety, seniority, maintaining a successorship clause, reduction in mandatory overtime, etc. Although some issues related to adequate staffing, patient safety and mandatory overtime

still remain unresolved, the reason for our fight (Patient's Rights, Human Rights, Union Rights) was right thus making the strike necessary.

Almost a year later, registered nurses at Beckley ARH Hospital (Beckley, WV) and Summers County ARH Hospital (Hinton, WV) are getting paid for the time they were off the job on strike.

This case came on for hearing before the Labor Dispute Tribunal on April 17, 18 and June 9, 2008. After appearances, finding of facts and discussion and conclusions of law, the Labor Dispute Tribunal rendered a decision on August 25, 2008 that was made known to the Registered Nurses on September 12, 2008.

DECISION:

The claimants are not disqualified from receiving unemployment compensation benefits. There was not a stoppage as the result of a labor dispute. There was not a substantial curtailment of the employer's business operations.

Rebecca Mick, Attorney at Law, with Pyles, Turner & Mick, LLP represented the registered nurses.

Cheryl L. Johnson Spotlight Activist Leadership Award Recipients

by Rue Hairston, RN, Chair
Economic & General Welfare Commission

The 2008 United American Nurses (UAN) National Labor Assembly audience had the opportunity to hear from six grassroots activists from around the UAN who received the first ever Cheryl L. Johnson Spotlight Activist Leadership Award. Their inspiring stories served to remind those in attendance of the importance of a strong union.

Doris Greer, RN, at Beckley Appalachian Regional Healthcare Hospital, Beckley, WV and Bruce Saylor, RN, at Middlesboro Appalachian Regional Healthcare Hospital, Middlesboro, KY were two of the recipients of this award. Doris and Bruce shared stories about the courage and solidarity shown by the registered nurses of the Kentucky Nurses Association and the West Virginia Nurses Association during their strike against Appalachian Regional Healthcare, Inc. last year related to patient safety, adequate staffing, mandatory overtime, seniority and successorship.

We salute Doris and Bruce as leaders in their local collective bargaining units.

Janice Peplowski, RN, Beckley ARH also represented WVNA collective bargaining registered nurses at the 2008 UAN NLA as did Steve McElroy, WVNA Executive Director. Rue Hairston, RN and Sarah Hunley, RN served as UAN Delegates to the NLA for WVNA and KNA respectively.





Nightingale Tribute

A tribute to those registered nurses and licensed practical nurses at the end of their life's journey for their years of service. The following names were turned in by fellow colleagues to be honored.

*Lola B. Lively, LPN
Thomas Memorial Hospital
35 years of service*



The West Virginia Nurses Association extends a warm welcome to the following nurses who have recently joined WVNA

Welcome New & Reinstated Members

- | | |
|-------------|---|
| District 1 | Mary Mitchell
Tammy Varner
Kathy Dearth
Sheila Stephens |
| District 3 | Evelyn Weirick |
| District 4 | Lisa Cottrill |
| District 5 | Carla Dunaway
Holly Estel
Susan Konya |
| District 6 | Lois Hartman
Chantell Coby
Deanna Gobble
Donna Fisher
Mary Staggers
Cynthia Howe |
| District 8 | Rose Michaels
Elizabeth Provance
Cathy Taylor
Kathleen Kelley
James Messer |
| District 9 | Susan Fabry
Debra Cummings
Sandra Prunty
Heather Carver
Ursula Davis
Kevin Mullins
Samantha Mullins
Tara Roberts |
| District 10 | Sherry Duvall
Tara Honaker |

Membership News



Please complete and return to:
 West Virginia Nurses Association
 PO Box 1946
 Charleston, West Virginia 25327
 (f) 304-414-3369



WVNA/ ANA Membership Application

Contact Information			
Full Name	Credentials	Today's Date	
Personal Information		Professional Information	
Mailing Address		RN License #	Years Experience
City	State	Basic School of Nursing	
Zip	Employer		
Phone	E-mail		
County of Residence		Position	Department or Division
NOTE: Please indicate the WVNA member who helped with your decision to become a member: _____			
Membership Categories			
Check One:			
<small>** State nurse association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expenses. WVNA members may deduct 82% as a business expense; 18% of dues are spent on lobbying Note: \$7.50 of the SNA member dues is for subscription to The American Nurse. \$14 is for subscription to the American Journal of Nursing. Various amounts are for subscriptions to SNA/DNA newsletters; check with your SNA office for exact amount.</small>			
<input type="checkbox"/> FULL <small>Employed Full Time Employed Part Time</small>	Full Payment** \$266.00	Electronic Dues Transfer* \$22.49	
<input type="checkbox"/> SPECIAL <small>62 years of age Totally Disabled Unemployed</small>	Special Payment \$71.00	Electronic Dues Transfer* \$6.25	
<input type="checkbox"/> WVNA ONLY <small>RN's who work or live in WV may join WVNA at the state level only. This does not entitle RN to receive national benefits.</small>	Full Payment \$149.00	Electronic Dues Transfer* \$12.91	
Payment Plans			
Check One:			
<input type="checkbox"/> Annual <small>Complete form in it's entirety and send check or money order in the amount of \$266. Checks should be made payable to WVNA and submitted to the above address.</small>			
<input type="checkbox"/> Electronic Dues Payment Plan (EDPP) <small>Read, sign the authorization, and enclose a check for first month's EDPP payment (contact your SNA/DNA for appropriate rate). 1/12 of your annuals dues will be withdrawn from your checking account each month in addition to a monthly service fee. *Monthly Service charge.50 (Please sign below)</small>			
Signature		Date	
<small>Authorization to provide monthly electronic payments to American Nurses Association (ANA). This is to authorize ANA to withdraw 1/12 of my annual dues and any additional service fee from my checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned thirty (30) days written notice. The undersigned may cancel this authorization upon receipts by ANA of written notification of termination twenty (20) days prior to the</small>			
Additional Membership Opportunities			
ADVANCED PRACTICE COUNCIL			
<small>Join the WVNA APN Council. For an additional \$25 you can join this WVNA specialty group; An additional check should be included made payable to WVNA with APN Council listed in the memo.</small>			
_____ I would like to join the APN Council			
WV NURSES-POLITICAL ACTION COMMITTEE			
<small>Join the external political action committee for nurses. An additional check should be included made payable to WVN-PAC</small>			
_____ I would like to join the WVN-PAC			
PAYMENT DETAILS			
Annual Membership Cost \$266.00 (Full) \$149.00 (State Only)			
<input type="checkbox"/> Check			
<input type="checkbox"/> Money Order			
<input type="checkbox"/> Credit Card (Visa or MC)			
Credit Card #		Expiration Date	CVC #