

Alaska Nurses Association General Assembly Resolutions 2006

RESOLUTION NO. 1

Offered by AaNA Labor Council

Request for Study Concerning AaNA Representation of Non-Nurses for Collective Bargaining

WHEREAS, registered nurses who are represented by the Alaska Nurses Association for collective bargaining work closely with other health care and hospital workers who are not covered by a collective bargaining agreement, and WHEREAS, registered nurses at other facilities in Alaska are represented by unions that include non-nurses, and which bargain for nurses and non-nurses simultaneously, and

WHEREAS, it may at times be in the interest of both AaNA members and other workers to be represented by the same collective bargaining agent,

THEREFORE, BE IT RESOLVED that the AaNA Labor Program Director shall look into methods and strategies which would enable AaNA to represent non-nurses for purposes of collective bargaining and report the findings at a regularly scheduled Labor Council meeting on or before March 31, 2007.

RESOLUTION NO. 2

Offered by Patricia A. Senner

Legislative Committee Chair

Legislative Priorities for the Coming Alaska Legislative Session

BE IT RESOLVED that for the 2007 Alaska Legislative Session the legislative priorities for the Alaska Nurses Association will be:

1. Protecting the public's health including disaster preparedness
2. Working to pass legislation banning mandatory overtime
3. Working to find ways to encourage the acceptance of devices to reduce the lifting and turning of patients in health care facilities.
4. Maintain the independence of the practice of nursing.
5. Maintaining an adequate nursing workforce in Alaska

RESOLUTION NO. 3

Offered by Patricia A. Senner

Legislative Committee Chair

Maintaining the Independence of the Practice of Nursing

WHEREAS, nursing is a unique practice within the health care system with its own history, values, assessments methodologies, and treatment goals and;

WHEREAS, the Board of Nursing in Alaska has traditionally consisted of Nurses and consumers and

WHEREAS, Advanced Practice Nurses have had independent practice in Alaska since the 1980s, and;

WHEREAS, studies have repeatedly shown that care provided by Advanced Practice Nurses is equal if not better than that provided by physicians;

THEREFORE BE IT RESOLVED that the Alaska Nurses Association will work through education and lobbying to ensure that Alaska's Advanced Practice Nurses continue to be able to maintain their independent practices and that the Board of Nursing continues to be composed of Nurses and consumers.

RESOLUTION NO. 4

Offered by Debbie Thompson, President
Alaska Nurses Association

Workplace Abuse and Harassment of Nurses

WHEREAS, the International Council of Nurses (ICN) defines abuse as behavior that humiliates, degrades or otherwise indicates a lack of respect for the dignity and worth of an individual and the American Association of Critical Care Nurses (AACN) states that abuse can take the form of intimidating behaviors such as condescending language, impatience, angry outbursts, reluctance or refusal to answer questions, threatening body language and physical contact. The emotional impact of abusiveness demoralizes people and can leave the victim feeling personally and/or professionally attacked, devalued, or humiliated.

WHEREAS, abusive behavior and/or abuse of authority and position can occur in any setting where nurses practice both domestically and internationally; and
WHEREAS, the International Council of Nurses states that:

- All forms of abuse and violence against nursing personnel, including sexual harassment, shall be condemned;
- Incidents of abuse against nursing personnel are considered to be violations of nurses' rights to personal dignity and integrity;
- Abuse and violence in the health workplace threatens the delivery of effective patient services;
- If quality care is to be provided, nursing personnel must be ensured a safe work environment and respectful treatment; and

WHEREAS, the American Association of Critical Care Nurses condemns acts of abuse perpetrated by or against any person and demands a zero-tolerance stance on any abuse and disrespect in the workplace; and

WHEREAS, the American Nurses Association established a Code of Ethics for Nurses with Interpretative Statements which mandates that registered nurses:

- Respect the inherent worth, dignity, and human rights of every individual;
- Maintain compassionate and caring relationships with colleagues and others with a commitment to the fair treatment of individuals, to integrity-preserving compromise, and to resolving conflict

- Be responsible for creating, maintaining, and contributing to environments that support the growth of virtues and excellences and enable nurses to fulfill their ethical obligations; and

WHEREAS, the same Code of Ethics for Nurses with Interpretive Statements mandates that professional organizations:

- Support and assist nurses who report unethical, incompetent, illegal, or impaired practice and to protect the practice of those who choose to voice their concerns.
- Maintain vigilance and take action to bring about social change and speak for nurses collectively on issues such as violations of human rights; and

WHEREAS, the same Code of Ethics for Nurses with Interpretive Statements is not open to negotiation and may supersede specific policies of institutions, of employers, or of practices; therefore be it

RESOLVED, that the Alaska Nurses Association shall adopt the following principals related to nursing practice and the promotion of healthy work environments for all nurses:

- That all nursing personnel have the right to work in healthy work environments free of abusive behavior such as hostility, abuse of authority and position and reprisal for speaking out against abuses; and
- That the language of The Code of Ethics for Nurses with Interpretive Statements is nonnegotiable and the ethical precepts of the Code encompasses all nursing activities in all settings in which nurses practice, learn, teach, research, and lead, and may supersede specific policies of institutions, of employers, or of practice; and
- The registered nurse shall not voluntarily participate in any deliberate infliction of abuse; and
- The registered nurse should report promptly incidents of abuse and advocate that no employee who experiences and reports workplace abuse faces reprisal; and
- The registered nurse should take appropriate action following an incident of abusive behavior which may include disciplining offenders, counseling victims, providing a follow-up mechanism for analysis of incidents and imposing corrective measures to prevent recurrence of similar incidents; and be it further,

RESOLVED, that the Alaska Nurses Association shall condemn abuse of nurses in all work environments in which nurses practice; and be it further

RESOLVED, that the Alaska Nurses Association, through and/or along with the constituent member associations, shall provide guidance and support nurses who speak out about abuses, abuse of authority and position, and suffer reprisal for speaking out against such abuses.

RESOLUTION NO. 5

Offered by AaNA Labor Council

AaNA to Work to Eliminate Mandatory Overtime

WHEREAS, the shortages of available and experienced nurses has increased the use of mandatory overtime in US health care facilities to solve staffing problems; and

WHEREAS, this practice is pushing nurses beyond their capacity to work safely and to provide appropriate, quality care for their patients, is eroding job satisfaction and is further contributing to the recruitment and retention of nurses; and

WHEREAS, studies have found that the likelihood of making an error is 3 times higher when nurses work shifts lasting 12.5 hours and longer; and

WHEREAS, other studies have found that working more than 12 hours a day increase the injury hazard rate by 37% and working more than 60 hours a week increases the injury hazard rate by 23%; and

WHEREAS, health care facilities in Alaska are using mandatory overtime on a regular basis to staff their facilities; and

WHEREAS, nurses are capable of determining their capacity to work beyond their predetermined, regular work schedules and expected to exercise their critical judgment in determining their ability to provide safe patient care.

THEREFORE BE IT RESOLVED, that the Alaska Nurses Association continue their support for legislation which would ban mandatory overtime for nurses.

BE IT FURTHER RESOLVED, that the Alaska Nurses Association educate nurses about the hazards of working overtime, both in terms of patient safety and nurse injuries.

BE IT FURTHER RESOLVED, that the Alaska Nurses Association work collaboratively with employers to identify ways to staff their facilities in ways without the use of mandatory overtime for nurses.

RESOLUTION NO. 6

Offered by Patricia Senner

Regarding Denali Kidcare

WHEREAS, between 18-35% of the Alaska population has no health insurance and;

WHEREAS, the Denali Kidcare program has been an enormous benefit to the children of Alaska and;

WHEREAS, the Federal government has just announced that there may be cutbacks in the federal program that funds part of Denali Kidcare;

THEREFOR BE IT RESOLVED, that the Alaska Nurses Association will work with both state and federal legislators to find a way to not only maintain but also expand this popular and cost effective program.

RESOLUTION No. 7 Offered by Patricia Senner

Regarding the Alaska Board of Nursing Becoming Involved in an Intra-State Compact

WHEREAS, having the Alaska Board of Nursing become involved in an intra-state compact would have tremendous implications for the practice of nursing in Alaska,

BE IT RESOLVED, that the Alaska Nurses Association professional practice committee will develop a white paper on this issue to be presented to the Board of Directors and the 2007 Alaska General Assembly.

RESOLUTION No. 8

Offered by Patti Hong

Regarding Ruth Benson, AaNA Nursing Legend

WHEREAS, Ruth Benson, of Fairbanks AK, has been a longtime member of the Alaska Nurses Association, and

WHEREAS, Ruth Benson's contributions to the health of Alaskans, the nursing profession, and AaNA have substantial and include:

- Pioneer nurse at the UAF Student Health Center
- President of the Alaska Nurses Association
- Perennial chair and/or member of the AaNA Bylaws Committee
- The only AaNA member elected to the American Nurses Association Board of Directors

THEREFORE BE IT RESOLVED, that the AaNA General Assembly commend and celebrate Ruth Benson's leadership and contributions to Alaska, the nursing profession, and the AaNA, and

BE IT FURTHER RESOLVED, that Ruth Benson be honored as a Nursing Legend.

RESOLUTION No. 9

Offered by Deni Callahan

Regarding Development and Funding of Nurses Media Campaign

WHEREAS, there are approximately 6000 Registered Nurses in Alaska, and the Alaska Nurses Association has less than 1000 members: and

WHEREAS, this limited membership may lead to questions about whether the Association in fact represents the Registered Nurses of Alaska,

THEREFORE BE IT RESOLVED, that the AaNA produce a media campaign to promote membership of RNs in the Alaska Nurses Association; and

BE IT FURTHER RESOLVED, that the ED explore multiple ways to fund this media campaign, e.g., budget item, grants, or special fund raising.

Chairperson: D Thompson Minutes recorded by: J Peacott
 Call to order: 0908 Adjourned: 1225
 Present: See sign-in sheet attached

| Agenda/Topic | Discussion/Recommendations | Actions |
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| 1. Call to Order | Meeting called to order by President Debbie Thompson. | None. |
| 2. Announcements & Introductions | President Thompson announced that Sarah Palin will not be able to attend, but Kathleen Gettys will arrange a meeting in Anchorage at a later date. President Thompson introduced past Presidents Patti Hong, Pat Senner, Becky Bolling, Ruth Benson, Jackie Pflaum. | None. |
| 3. Roll Call | Sign-in sheet circulated among attendees, see attached. | None. |
| 4. President's Address | President Thompson reviewed the achievements of the association over the last year. A printed version of this address will be available at the AaNA office. | None. |
| 5. Review of Agenda | Sarah Palin will not attend today's meeting. Otherwise no changes proposed to printed agenda. | None. |
| 6. Parliamentary Procedure | Patti Hong provided a brief review of parliamentary procedure and referred attendees to brochure on parliamentary procedure provided in meeting packet. | None. |
| 7. Minutes of 2005 General Assembly | Minutes of 2005 General Assembly reviewed. Motion to accept minutes as written made and seconded. | Motion passed. |
| 8. Reports | Third Quarter 2006 Financial Report reviewed by Executive Director Dianne O'Connell. Printed copy provided in meeting packet. Motion to accept report as written made and seconded. | Motion passed. |
| | Third Quarter 2006 Membership Report reviewed by Dianne O'Connell. Printed copy provided in meeting packet. | None. |
| | 2006 Executive Director/Labor Program Director report reviewed by Dianne O'Connell. Printed copy provided in meeting packet. | None. |
| | Legislative Committee report given by Pat | None. |

Senner: HB 271 to ban mandatory overtime failed, but state nurses got raises; dietary supplements bill died, AaNA white paper on issue produced, Board of Nursing is promulgating regulations in this area; AMA is starting national campaign to bring advanced practice nurses under Board of Medicine, with Alaska a prime focus this year—we will need to follow developments in this area closely.

Political Action Committee report by Pat Senner: PAC met yesterday, most endorsements were made, but members need to talk to rural nurses today to finalize some; donations to PAC solicited.

Professional Practices Committee report by Patti Hong: Committee produced position paper on dietary supplements; need new members, especially from rural Alaska; new professional practice person about to be hired, who will compile database of Board of Nursing regulations and advisory opinions; monthly meetings will be held.

None.

Continuing Education report from Norma Mosen: number of application for approval down this year; it appears people are going through approved providers, like the state public health department for their approvals; Norma will contact prior applicants to find out what is happening with their CE, who is doing their approvals.

None.

District I report from Cathy Feaster: District I reorganizing at present, will have planning meeting October 11.

None.

District IV report from Carolyn Adkins: District IV is working on marketing, increasing membership; they have also done some CE.

None.

Awards Committee report from Pauline Stubberud: we will give awards only bi-annually; Pauline is working on streamlining the process, producing paperwork and guidelines for handling future awards.

None.

Alaska Nurses Foundation report by Pat Senner: AaNF gave \$2000 grant to Public Health Nurse convention; committee to meet in

None.

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| | <p>Fall and announce awards later; usually meet in conjunction with AK Public Health Association meeting.</p> <p>Alaska Nurse report by Lynn Hartz: looking for suggestions; email contributions preferred; published quarterly; next deadline October 17.</p> | None. |
| 9. Proposed Bylaws Revision | <p>Joe Peacott reviewed proposed bylaws changes regarding the Labor Council. Printed copy provided in meeting packet. Motion to accept proposed bylaws changes as written made and seconded.</p> | Motion passed. |
| | <p>Resolutions adopted at 2005 GA reviewed. Printed copies provided in meeting packet. Progress towards goal of each resolution discussed.</p> <ul style="list-style-type: none"> • Resolution 1: AaNA is working with nurse alert, state pandemic group, MOA emergency preparedness group. • Resolution 2: Mandatory overtime bill dead, but we will pursue the issue in the legislature this year as well. • Resolution 3: We will continue to monitor Board of Nursing, especially in light of AMA campaign concerning APNs. • Resolution 4: Ongoing concern, but no action on our part planned. We will respond as needed on this issue. • Resolution 5: Ongoing concern. PAMC is looking at team nursing. Legislative Committee looking for direction from staff nurses on this. We need to take public stand on staffing issues. Issue also appropriate for Professional Practice Committee. Debbie Thompson will report on this issue to the board and refer to Professional Practice Committee. • Resolution 6: Ongoing concern, health and safety officers in place in collective bargaining units. • Resolution 7: Raises given to state nurses as a consequence of mandatory overtime campaign. • Resolution 8: This resolution anticipated | None. |
| 10. Continuing Resolutions | | |

an expected bill, but none came up. We will continue to monitor.

- Resolution 9: Issue is inactive at present. We will continue to monitor.
- Resolution 11: Had armed forces days nurse event at AaNA office, gave art work to hospital at Elmendorf AFB.
- Resolution 12: Ongoing concern. We will continue to monitor.
- 2005 Strategic Plan: Printed copy provided in meeting packet. Legislative goal of making assault on RN a felony has been achieved.

11. New Resolutions

Printed copies of resolutions 1 through 7 provided in meeting packet. Resolutions 8 & 9 displayed on screen at meeting.

Discussion by group of pros and cans of having professional and/or other health care workers in union with nurses. Since resolution calls only for research into the issue at this time, we can revisit such issues if a proposal for bylaws changes comes up next year. Motion to accept Resolution 1 as written made and seconded.

Motion passed.

Motion to accept Resolution 2 as written made and seconded.

Motion passed.

Motion to accept Resolution 3 as written made and seconded.

Motion passed.

Resolution 4 amended to substitute "Alaska Nurses Association" for "American Nurses Association" in all cases where it occurs in this resolution. Motion to accept Resolution 4 as amended made and seconded.

Motion passed.

Motion to accept Resolution 5 as written made and seconded.

Motion passed.

Motion to accept Resolution 6 as written made and seconded.

Motion passed.

Motion to accept Resolution 7 as written made and seconded.

Motion passed.

Motion to accept Resolution 8 as written made and seconded.

Motion passed by acclamation.

Resolution 9 amended to call for a media

Motion

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| | campaign instead of only a television advertisement. Motion to accept Resolution 9 as amended made and seconded. | passed. |
| 12. Election Report | Joe Peacott read the Tellers' Report of the results of the 2006 AaNA Board of Directors and labor Council elections. Report is attached, winners' names in bold type. | President Thompson declared the winners. |
| 13. Recognition of Outgoing Officers | Pauline Stubberud, Gail Holtzman, Gerri Kelly, Lonnie Hosley, and Julie Torres thanked for their service to AaNA. Gifts were provided to Pauline, Gerri, and Lonnie, who were in attendance at this meeting. | None. |
| 14. Adjournment | Assembly adjourned at 1225. | None. |