

**Alaska Nurses Association
2009 Resolution #1
Priorities for the 2009 Alaska Legislative Session**

Be it resolved that for the coming year the following will be the priorities for the Alaska Nurses Association's legislative efforts:

Ban on mandatory overtime;

Efforts to make workplaces safer and to encourage safe patient handling;

Ensure the Alaska Nurse Practice Act is not amended in such a way as to harm the nursing practice;

Start research on RN Staff Ratios for movement in the legislature;

Work to improve Alaska's disaster preparedness and;

Ensure efforts to expand the number of Alaskans who can obtain reasonably priced health insurance through expansion of Denali KidCare program and supporting new and innovative programs that would make health insurance affordable for most, if not all Alaskans.

Adopted

Rejected

Alaska Nurses Association
2009 Resolution #2
AaNA Support 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 negatively impacting the ability to recruit and retain nurses; and

Whereas, studies have found 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 increases the injury hazard rate by 37% and working more than 60 hours a week increases the injury rate hazard 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 will continue to support legislation which would ban mandatory overtime for nurses.

THEREFORE BE IT RESOLVED, that the Alaska Nurses Association continue to educate nurses about the hazards of working overtime, in terms of patient safety, nurse safety from injuries, **and legal jeopardy to the nurse**, as well as increasing the grassroots efforts of nurses telling their stories to their legislators.

THEREFORE BE IT RESOLVED, that the Alaska Nurses Association work collaboratively with employers to identify ways to staff their facilities without the use of mandatory call and extended work hours beyond 14 hours and to have a reporting mechanism to measure the success of the above.

Adopted

Rejected

**Alaska Nurses Association
2009 Resolution #3
Disaffiliation of AaNA from ANA
10/18/2009**

Whereas in 2000 the United American Nurses (UAN) formed as the labor arm of the American Nurses Association (ANA) and
Whereas in 2003 the UAN & ANA negotiated an autonomy & affiliation agreement that allowed for a bifurcated dues structure and
Whereas in 2008 the autonomy & affiliation agreement was not re-negotiated by the involved parties and
Whereas in July 2008 the dues to ANA went up to \$134 per member per year (with a 30% rebate for labor members) and the UAN dues continued at \$80.40 per member per year and
Whereas the AaNA paid both dues from July 2008 through December 2008 without passing the increase on to our labor members and
Whereas the AaNA board of directors and labor council have resolved to put the fiscal health of the state organization first and
Whereas the 2008 AaNA General Assembly bylaws were amended to offer members a “state only” membership category and
Whereas the AaNA queried all the labor members to offer the ANA membership for an additional \$134/year and
Whereas the AaNA President, Nancy Davis and the Executive Director, Debbie Thompson have worked tirelessly with the ANA President, Becky Patton and the former CEO, Linda Stierle and current CEO, Marla Weston to resolve this issue and
Whereas 27 other ANA states currently are allowed to offer “State Only” membership and
Whereas the ANA believes that the AaNA owes the full dues on all of the Labor, State only, members *therefore be it*

Resolved to stop any further perceived dues requirement to the ANA, that the 2009 AaNA General Assembly votes to disaffiliate from the ANA and *therefore be it further*

Resolved that the AaNA BOD will continue to be open to options of a future relationship with the ANA that meets the mission of the Alaska Nurses Association.

 X approved

 rejected

**Nurse Alaska Nurses Association
2009 Resolution #4
Health Care Worker Safety Resolution
10/18/2009**

Whereas healthcare workers (HCWs) have injury rates of nearly double that of construction workers and farmers (*NIOSH 2000*) and

Whereas musculoskeletal injuries rank 2nd among all work related injuries with the greatest number among HCWs and

Whereas technology continues to improve to protect HCWs from musculoskeletal injury and

Whereas it took the passage of national needle stick legislation to mandate that the healthcare industry supply safe needle devices for HCWs and

Whereas the Coalition for Health Care Worker and Patient Safety (CHAPS) is a national organization comprised of many groups concerned for HCW safety *Therefore be it*

Resolved that the 2009 AaNA General Assembly supports a culture of no manual lifting and *therefore be it further*

Resolved that the AaNA BOD will have a liaison work with the National group CHAPS and *therefore be it further*

Resolved that AaNA members will be encouraged to write letters and speak to legislators on behalf of passage of National House Resolution, HR 2381

 X approved

 rejected

Alaska Nurses Association
2009 Resolution #5
Prevention of Workplace Bullying Resolution
10/18/2009

WHEREAS, workplace bullying is a form of malicious conduct where one or more employees deliberately and repeatedly perpetrate at least one of the following behaviors against a worker:

- Conduct that a reasonable person would find threatening or intimidating;
- Verbal and physical abuse
- Constant criticism of a trivial nature or unreasonable, persistent criticism not part of an evaluation process.
- Sabotage or the undermining of a worker's work performance;
- Deliberately falsified or unfounded negative information about a worker;
- Deliberately withholding needed information from a worker;
- Any similar deliberate and repeated behavior; and

WHEREAS, The Workplace Bullying Institute (WBI) declared bullying at work "a silent epidemic". The 2007 WBI-Zogby survey published these findings:

- 37% of workers have been bullied.
- Most bullies are bosses (72%).
- Most targets (57%) are women.
- Bullying is four times more prevalent than illegal harassment.
- 62% of employers ignore the problem.
- 45% of targets suffer stress-related health problems.
- Past research found that individuals suffer debilitating anxiety, panic attacks, clinical depression (39%), and even post-traumatic stress. In addition, once targeted, a person has a 64% chance of losing the job for no reason.

WHEREAS, workplace bullying does not promote any employers' legitimate business interests but negatively impacts the affected worker's job performance and health, and also the morale, attendance, retention and productivity of the entire workforce; and

WHEREAS, Civil rights legislation is inadequate to defend against workplace bullying and health problems caused by it and are not normally compensable under the workers compensation system; and

WHEREAS, competent and conscientious workers have felt forced to resign by workplace bullying and some have been severely harmed by it,

THEREFORE BE IT RESOLVED THAT, the Alaska Nurses Association (AaNA) condemns workplace bullying and calls upon all nurse employers to take these necessary steps to ensure nurse employees are protected from bullying behavior:

- Identify bullying in the workplace.
- Respond promptly and openly to all situations where inappropriate behavior is exhibited or alleged to have occurred.
- Eliminate inappropriate manager and supervisor behavior regardless of whether a complaint is received.
- Develop written guidelines to address workplace bullying.
- Provide leadership and role modeling in relation to appropriate and professional behavior in the workplace.
- Encourage managers and supervisors to behave in accordance with the principles of equal opportunity, anti-discrimination, and anti-harassment.
- Take appropriate remedial and disciplinary action against parties who have or now are engaged in workplace bullying.

BE IT FURTHER RESOLVED THAT, the Alaska Nurses Association (AaNA) shall distribute this resolution to all appropriate nurse employers to better educate and prepare employers to prevent bullying, protect employees when workplace bullying occurs, and appropriately address such occurrences; and,

BE IT FURTHER RESOLVED THAT, the AaNA supports employers to educate and train employees on ways to appropriately deal with workplace bullying and eradicate it; and,

BE IT FURTHER RESOLVED THAT, the Alaska Nurses Association (AaNA) shall call upon Alaska's nurse employers to take appropriate action to ensure they are model employers when it comes to protecting its workers from workplace bullying.

BE IT FURTHER RESOLVED THAT, the AaNA shall support legislation directed at remedying this problem, and shall support individuals and organizations that bring this issue to legislation; and,

THEREFORE BE IT FINALLY RESOLVED THAT, this resolution, upon passage, be released to national, state and regional broadcast, print media and Internet sources.

 X approved

 rejected