

## HNA Wins ANCC Accreditation

The American Nurses Credentialing Center (ANCC), a nationally-recognized organization, after a thorough investigation (see previous issues of the HNA ACTION), has awarded HNA a two-year accreditation as a continuing Nursing education approver.

"This is an important advantage for Hawai'i Nurses," reports HNA Continuing Education Committee Chairperson Faith Rossman, RN, MN. "Many Hawai'i Nurses hold ANCC certifications and must obtain at least 50% of their continuing education contact hours from ANCC-approved providers to maintain their certifications."

HNA's CE Committee is hoping to make a smooth transition for its current providers and will not phase out the old program until mid-January. Providers will have to submit applications in the interim to be accredited as approved providers under the new ANCC standards. CE Chairperson Faith Rossman is sending the new policies and application templates electronically to all current providers and past activity planners to make sure they have all the current material they need to get started.

"By obtaining this approver accreditation, we hope we can encourage more organizations to become ANCC-approved providers and activity planners to



*Members of HNA's Continuing Education Committee, shown L to R - Front Row: Dana Westphalen and Faith Rossman; Back Row: Gayle Oshima, Colleen Minami, Vicky Hamada, Ana Silva and Sharon Contrades*

offer more ANCC-approved programs for our certified Nurses here in Hawai'i," Rossman said. "That has been our goal from the start."

HNA President Luanne Long, RN, on behalf of all of HNA, congratulates Chairperson Rossman and all the members of the CE Committee for a job well done and for providing a new level of excellent service to the Nurses of Hawai'i.



*Photo taken during one of HNA's on-going Steward Effectiveness Training sessions, conducted at the Hawai'i Nurses Association by Dr William Puette, Director of the Center for Labor Education and Research (CLEAR). For more information, call HNA at 808-531-1628.*

### ALSO IN THIS ISSUE...

- HOD to Meet..... Pg. 2
- Election Results ..... Pg. 3
- Why a Dues Adjustment is Needed ..... Pg. 3
- What HNA Does for Us ... Pg. 5
- We Get Letters..... Pg. 6
- Nurse Training Act ..... Pg. 6
- HNA Actions ..... Pg. 7

# Continuing Education for Nurses

**WANTED:** Continuing Education offerings! If your organization is planning a Continuing Education program for Nurses, please share it with HNA. We will print information, on a space-available basis, in this newsletter and/or on the website. Send information to: [HNAnewsletter@hinurse.org](mailto:HNAnewsletter@hinurse.org).

More Continuing Education opportunities, including on-line study, are listed on HNA's website: <http://www.hawaiinurses.org>.

## November

### The Pathophysiology Drives the Care: Heart Failure Clinical Update

The Queen's Conference Center, 2<sup>nd</sup> Floor Lobby

6.7 ANCC-approved Contact Hours, \$79.00 (Free for QMC Employees)

November 29

Contact Michelle Garson

At pager (808) 578-8471 or office 537-7589

### Special Notice:

Contact Hours Available  
Notice from the ANCC:

### Content from the Tenth National Magnet Conference available online!

- Concurrent and Plenary session recordings, synchronized with presentation slides can now be accessed for a per-session fee of \$10 each.
- After viewing the session, learners complete a short online evaluation and print their CNE contact hour certificate.
- **Free** content is also available including the New Magnet Celebration, Colorado Magnets' Presentation and reproductions of Posters presented at the conference.
- Get started today at: <http://client.blueskybroadcast.com/ici/>

See the HNA Website – <http://www.hawaiinurses.org> – for more CE opportunities as we learn of them.

# HOD to Meet

HNA's annual House of Delegates meets On November 15th, starting at 9 a.m., at Dole Cannery on Nimitz Highway in Honolulu.

The HOD is HNA's highest policy-making body. Any proposed changes to the By-Laws (Articles of Incorporation) must be approved by the HOD. The HOD also approves HNA's finances and must consider submitting a proposal to adjust the dues to the full membership for approval (See story on page 3). The Delegates we elect to constitute the House of Delegates truly are our grass-roots leaders, joining the Officers and Directors in setting the course for our Hawai'i Nurses Association.

The HNA ACTION will have a full report on the actions taken by the HOD in the next issue.

## HNA CALENDAR

### Monthly Meetings

**1st Friday:** Collective Bargaining Committee meets at 4:00 pm.

**2nd Friday:** Executive Committee meets at 6:00 pm.

**2nd Friday:** Finance Committee meets at 4:00 pm.

**3rd Saturday:** HNA's Board of Directors meets at 10:00 am.

All committees meet at HNA, 677 Ala Moana Blvd., Suite 301, Honolulu. Times are subject to change, so please phone HNA before planning to attend a meeting.

### Save the Date!

HNA's Annual House of Delegates is scheduled for **November 15, 2007.**

## HNA ACTION

### HNA OFFICERS

Luanne Long, RN – President  
Joan Craft, RN – Vice-President  
Robin Tanner, RN – Secretary  
Wilmalee Kimble, RN – Treasurer

### EDITORIAL BOARD

Luanne Long, RN – HNA President  
Joan Craft, RN – HNA Vice President  
Robin Tanner, RN – HNA Secretary  
Claudine Tomasa, RN – HNA Board  
Hector Ramos – Interim Executive Director  
Barry Abel – Editor  
Designed by Glenn McHugh

### HNA MAJOR COMMITTEE CHAIRPERSONS

#### Executive Committee:

Luanne Long, RN, HNA President

#### Finance Committee:

Wilmalee Kimble, RN, HNA Treasurer

#### Collective Bargaining Committee:

Joan Craft, RN, HNA Vice President

#### Nominations Committee:

Sheri Kearns, RN

#### Continuing Education:

Faith Rossman, RN

#### Communications:

Vacancy

### TO CONTACT HAWAII NURSES ASSOCIATION:

PHONE: 808-531-1628

WEB: [www.hawaiinurses.org](http://www.hawaiinurses.org)

E-MAIL: [HNAnewsletter@hinurse.org](mailto:HNAnewsletter@hinurse.org)

HOTLINE: 808-537-2833

677 Ala Moana Blvd., Suite 301  
Honolulu, HI 96813

©2007 Hawai'i Nurses Association  
Single copy cost: 35¢

# Election Results

In elections for officers and other positions to take office in January, 2008, you have elected:

## Election Results

### PRESIDENT

Luanne Long

### VICE PRESIDENT

Joan Craft

### BARGAINING UNITS – (1 seat for 1-year term)

BOD Hale Nani – Fayrene Reighard  
BOD – Fresenius – Keith McCloskey  
BOD Hawaii Medical Ctr East – Susan Chanco  
BOD Hawaii Medical Ctr West – Yukako Hobin  
BOD Kahi Mohala – Brad LaBelle  
BOD Kaiser – Jane Hamel  
BOD Kuakini – Vicky Poland  
BOD Liberty Dialysis – Rosemary Taylor  
BOD Queens – Elayne Schwartz  
BOD Queens – Julie Sy  
BOD Wahiawa – Kathleen Abuluyan  
BOD Wilcox – Chris Broussard

### DISTRICTS

BOD District 1 East Hawaii – Caroline Campbell  
BOD District 1 East Hawaii – Karen Williams  
BOD District 3 Maui – Patricia Regan

### DISTRICTS (continued)

BOD District 4 – Jackie Morden  
BOD District 5 Windward – Terilyn Carvalho-Luke  
BOD District 6 Leeward – Aggie Pigao Cadiz  
BOD District 7 West Hawaii – Ana Silva  
BOD District 7 West Hawaii – Dawn Styner

### CONGRESS OF NURSING PRACTICE

Claudine Tomasa  
Karen Williams

### 2008 ANA HOUSE OF DELEGATES

Aggie Pigao Cadiz  
Claudine Tomasa  
Ana Silva  
Joan Craft  
Luanne Long  
Robin (Roberta) Tanner  
Wendy Yamaguchi  
Ravada M. Benjamin  
Tracy Okamura  
Sandi Niitani  
Chris Broussard  
Joan Kutzer  
Karen Williams

# WHY A DUES ADJUSTMENT IS NEEDED

*As reported to the HNA ACTION by HNA President Luanne Long, RN, and Interim Executive Director Hector Ramos.*

There are several reasons why, after 15 years, HNA badly needs a dues adjustment. The summary is simply this: we need to guarantee that HNA dues will only be adjusted when Nurses' salaries have been increased and, at the same time, guarantee funding will be adequate to establish and maintain a complete program to meet the needs of every Nurse today.

The following is a summary of what is being proposed to the House of Delegates and what this proposal will accomplish:

### **Proposal:**

- Dues paid by collective bargaining members to HNA to be based on a percentage (1.5%) of pay based on the on-job rate only. This is 1.5% of your job-rate ONLY. It does NOT apply to anything you earn in overtime or differentials or other premium pay. This means that for HNA to receive an increase in dues it must first obtain a pay-rate increase for members. Also this formula takes into account the different rates of pay the membership has (Graduate RNs, RNs, LPNs, MAs, Techs).

- There will be no more "pass throughs" (increases assessed by the national affiliates) to collective bargaining members.

### **NEED:**

Sufficient income is needed to provide mandated services including contract negotiations, grievance and arbitration hearings, and the day-to-day functions of the office and bargaining units. Funds are also needed to support labor education, workplace safety initiatives, expert advice on nursing practice questions, lobbying at the state and national capitals,

**Continued on Page 4**

# WHY A DUES ADJUSTMENT IS NEEDED

## **Continued from Page 3**

publications and the web site and continuing education opportunities.

Programs specifically to be funded by a dues increase:

- **Political Program:** Hawai'i enjoys a high density of union members and thus we should be using our numbers to push for laws that specifically address nursing issues such as: no lift bill, Nurse to patient ratios, no mandated overtime. Currently HNA does not have the mechanism to track nursing related bills or to counter employer associations in their opposition to HNA priorities.

- **Shop Steward Education Program/Council:** bi-monthly meetings/seminars (on a set day) at HNA office for shop stewards with classes designed for different levels of experience as well as providing the opportunity for Shop Stewards to meet bi-monthly with HNA leadership.

- **Strike Benefits:** raising strike benefit fund contributions from .50¢ per collective bargaining member per month to \$2.00 per cb member per month and thus prepare for future job actions if necessary. This also involves establishing a realistic strike benefit policy for the union.

- **Labor Relations Specialists:** Nurses understand the need to decrease Nurse to patient ratios to provide better nursing/patient care. The same principle applies to labor relations specialists (LRS). The current work load distributed among the three LRS' leaves little flexibility to deal with unexpected events/issues. While no HNA member is going un-served, HNA members would be better served by 4 or 5 LRS'. This would provide ample professional staff for HNA to deal with unexpected events, political issues, organizing campaigns, retirees club, etc.

- **Retired Nurses:** This HNA resource is going unused since no program is in place to properly utilize retired Nurses for the benefit of the profession and of active Nurses. A program should be developed and administered for their involvement in political, nursing and support issues. This must be funded through HNA since charging them dues, by Dept. of Labor regulations, would entitle them to rights affecting active members.

- **Nurse Coordinator Position:** It is imperative that HNA establish such a position to serve as an

ongoing resource person to LRS' on nursing issues, be they related to grievances, scope of practice research, legislation, or expert testimony. Such a position should be compensated at the rate that RNs earn in the facilities.

## **Timeline:**

- November 15, 2007 – Vote by House of Delegates
- November 20, 2007 – Mailing of notice to membership
- January 20, 2008 – Mailing of ballot to membership

## **History:**

January 1992 - \$33.00; \$3.00 increase for HNA  
January 2002 - \$43.00; \$10.00 increase for ANA  
January 2005 - \$43.50; .50¢ cost of living increase for ANA  
January 2007 - \$46.00; \$2.50 Mobilization Fund Increase for UAN  
January 2008 - \$46.70; Increase exclusively for ANA

While ANA and UAN have increased dues over the past year, HNA has not done so since 1992. That's an awfully long time and there are serious needs to adjust this whole process so that HNA is supported as we need for it to be in order for HNA to be sure to give us all the support WE may need as Nurses. This approach would also put an end to National dues increases getting passed on to HNA members. With a percentage-based dues rate, set at just 1 ½ percent of on-job pay only, members would be assured that they would be receiving pay increases before any adjustment would be made in their union dues, whether for HNA, UAN or ANA.

With a percentage-based dues, our union would be funded only and always in keeping with our salary levels. Our services would be assured. The funding of our union would be established on the same basis as other unions and organizations, putting our union on firm financial footing, filling out our professional staff, adding to our service program, increasing our strike fund, improving our ability to train and involve our stewards, and helping make our union the very best and most effective in Hawai'i. Nurses need and deserve – and can afford – no less.

**E Pluribus Unum – out of many, one**

# What HNA Does for Us



by Luanne Long, RN  
President, HNA

When Congress passed the National Labor Relations Act, it established employees' rights to have union representation. This is vital in several ways.

The union makes sure that every member's rights are protected. Managements, under the law, have the right to hire and fire employees.

But HNA, through negotiated contracts and representation provided by our Stewards, LRS's, and Labor Attorneys, makes sure that every members' rights are protected. You have rights under your contract and HNA makes sure you receive those rights. You should never be in danger of dismissal due to innuendo or false accusations.

You should never be at risk for losing seniority, benefits or working conditions protections without receiving due process. No employee past the time of her or his probationary period should be in danger of dismissal other than for "just cause" – meaning that the employer must bring charges and prove them to be true. It is your union that stands up for you in any such situation.

## There's Strength in Numbers

Another key reason for both our National and State labor laws is to level the playing field as it were when it comes to negotiations of hours, wages and benefits, and working conditions. The latter includes how many hours

you can be forced to work, what your work load can be allowed to be, and much more.

In the absence of a union, many abuses can – and do – take place. With the union, we bargain together; we speak as one; we sit at the bargaining table with our employer as equals.

Key to this is participating and supporting our union – at our worksite and Statewide. Our elected representatives will convene November 15th as our HNA House of Delegates, HNA's highest decision-making body. They – those we have elected – will set the standards, pass any amendments to the Bylaws (Articles of Incorporation), and discuss issues vital to us and our union such as the need to adjust the dues for the first time in 15 years.

## Strike Fund

Our strike fund gives members more freedom in making the right decisions for themselves in negotiations. Our Professional Staff bring the union's presence to us at our workplaces and keep the union strong so it will BE THERE FOR US when we need it most. Our Committees make our voices heard in elections and at the Legislature – that in turn raises the importance of issues vital to Nurses and other Healthcare workers – and to Patients – in the establishment of public policy in Hawai'i.

As a Healthcare professional, your professional union, HNA, is your greatest asset. Take part in it. The career you improve and protect will be your own!

# UAN Safe Staffing Survey

As part of its "Patient Care Emergency: RNs Needed Now" Safe Staffing campaign, UAN is collecting anonymous surveys from staff Nurses on what staffing levels are like in their facilities. UAN will use this information to share with legislators, the public and the media as we lobby for federal legislation that makes safe RN-patient ratios the law of the land. UAN will also share the information with HNA and other UAN affiliates in support of state-level Safe Staffing initiatives. Please go to our website – [www.hawaiinurses.org](http://www.hawaiinurses.org) to find and complete a survey and to send it on to our national, UAN, to help in this effort. Mahalo.

# We Get Letters...

HNA gets letters from members, the answers to which are often on subjects of interest to everyone. Here are the answers to two questions that have been submitted since the last issue. They are based on responses sent by President Luanne Long, RN, and Interim Executive Director Hector Ramos to the Nurses who submitted the questions:

## **Question:**

### **Is the newsletter available in email form?**

The answer is yes, the ACTION IS available on HNA's website, [www.hawaiinurses.org](http://www.hawaiinurses.org). It is also important to remember that HNA is legally required to notify all members of elections and other key events and the printed ACTION is our official means of providing this notification. But for those who find it more convenient to read the newsletter on-line, it is always available on the website.

## **Subject:**

### **Who contributes to the strike fund?**

The answer is that ONLY Nurses in bargaining units contribute to the strike fund. Here is what Interim Executive Director Hector Ramos wrote:

"HNA is one of the few Nurses Associations across the country where the CBO has been fully integrated into the governing body of the Association.

All Nurses sit as equals in the decision-making bodies of HNA. This has democratized and strengthened our organization. However, rest assured that contributions to our strike fund are made only on behalf of members represented by a collective bargaining agreement. Also, part of their per capita goes to the United American Nurses (UAN). If you are a non-collective bargaining member, all of your per capita is paid to the American Nurses Association (ANA) as per an agreement between the ANA and the UAN."

As an addendum, in answer to a follow-up question on this subject, the recent UAN dues adjustment did not have anything to do with our HNA strike fund. That money was earmarked for UAN organizing to strengthen the organized Nursing profession. It is a major goal of HNA to build our HNA strike fund to provide as much support as possible for Hawai'i Nurses as we prepare for negotiations next year with the Big Five here in our State of Hawai'i. Knowing that level of support is there for us frees Nurses in negotiations to make the best decisions possible on their own behalves. Also, it is important to remember that the rights protected and benefits gained by Nurses through collective bargaining wind up raising the level of benefits, wages and working conditions for ALL Nurses and health-care employees throughout our State.

## Nurse Training Act

The shortage of registered Nurses working in hospitals threatens the quality of care and the safety of patients. Unless something changes, this shortage is projected to get worse as the U.S. population ages. By 2020, there will be a shortage of more than 1 million Nurses, with a shortage in every state.

Educational institutions lack the capacity to train the number of Nurses needed and aren't offering the programs to adequately prepare Nurses for the demands of the bedside.

To effectively address the Nursing shortage, Congress must enact a national model for the training and retention of registered Nurses through collaboration with health care unions, health care providers, and academic institutions. This is exactly what the proposed Nurse Training Act – supported by UAN, ANA and other health care organizations – will do.

### **The Nurse Training Act will:**

- Expand successful models of Nurse training that healthcare unions are currently using in collaboration with healthcare employers and educational institutions.
- Fund programs to increase the supply of registered Nurses by 10,000 by 2010 and an additional 10,000 each year after that, for a total of 100,000 trained Nurses by 2020.
- Direct funding to joint labor-management programs:
  - Where healthcare unions, providers, and educational institutions work together to ensure that Nurses receive the ongoing support they need to be successful;
  - That prepare graduating Nurses to meet the increasing demands at the bedside; and
  - Where the healthcare employers provide adequate wages and benefits to ensure the retention of trained Nurses.
- Fund joint programs involving healthcare unions, health care providers, and educational institutions to increase the number of Nurse faculty and the capacity to provide effective and innovative Nursing education.

HNA will keep you posted on any success that we, the organized Nurses of our country, can achieve with this legislation.

# HNA Actions

## Brief reports on HNA Actions

### HNA Reports Possible Tentative Contract Agreement with Straub/HPH

HNA Interim Executive Director Hector Ramos reported HNA was near a tentative agreement with Straub/HPH management as this issue of the HNA ACTION was going to press. HNA's Straub Negotiating Committee was working to finalize a tentative agreement and had scheduled a meeting October 30<sup>th</sup> to decide whether to recommend acceptance of the TA.

The offer reportedly included:

- Three year agreement
- Wages equal to HNA Members employed at Kapiolani
- Health Benefits costs equal to HNA Members employed at Kapiolani
- TDI paid in full by the Employer
- Establishment of a Labor Management Committee to open communications between the Members and Management and thus enhance problem/issue solving on an on-going basis
- A "most favored nations" clause to address issues presented by HNA regarding contract language and the Employer's concerns over arbitrations (such clause states that if the improvements are achieved during the Kapiolani contract negotiations then such improvements will be incorporated into the Straub Agreement)

These negotiations were not concluded at press time. HNA members should go to the website at [www.hawaiinurses.org](http://www.hawaiinurses.org) for the latest details and results on this as on other matters of interest or concern to Hawai'i Nurses.

### Kaiser Permanente RNs vote to join Kaiser Partnership Coalition

By a margin of 79% to 21%, RNs at Kaiser have voted to join the national Kaiser Coalition of Unions and to establish a collaborative mode where Nurses have an equal voice and vote in improving patient care and establishing better working conditions. On October 17, the Coalition formally accepted the UAN petition that the HNA members who work at Kaiser become members. John August, Executive Director of the Partnership Coalition and Tanya Wallace, Coalition Staff member assigned to help in HNA's transition, visited the HNA Board of Director's October 20<sup>th</sup> meeting at which they officially welcomed HNA into the Coalition.

### Negotiations Updates

Negotiations for the IV Teams RNs at Queens Medical Center are scheduled to begin on November 9<sup>th</sup>.

Negotiations for the Radiation Techs at Queens have continued to drag on for 20 months, trying the patience of the Union and the Nurse Leaders of HNA. The Executive Director of the Union has requested that management accept the intervention of a federal mediator.

## Protect Yourself Before Changing Jobs or Job Status

Nurses who agree to a transfer or to changing their status – from full to part time or quarterly and per diem – run a very real risk of losing seniority, benefits and other working conditions and rights.

HNA LRS Randy Perez emphasizes the importance of contacting HNA BEFORE you agree to any such transfer or change, just to be sure your rights and benefits are protected.

"On more than one occasion," Perez says, "we have seen RN's lose their seniority, benefits, and other working conditions due to transfers or other changes in their status, losses they were not aware of until after the changing of status took place because they didn't consult with their HNA LRS to help them understand all the possible consequences BEFORE they agreed to making a change. The point is, **always** call your LRS before making **any** type of change in status or position (whether union or non-union), so you can rest assured that it is the right change for you.

### Contact Your LRS BEFORE You Make a Change

"Your HNA LRS can walk you through all the possible changes that could result from a transfer or change in position or status," Perez said. "That sort of service is an excellent example of why having the union as your advocate is so very important. But you have to take advantage of the services HNA provides to protect yourself and reap the full benefits of having HNA as your advocate.

"Don't take a chance with your career and the seniority, benefits, and rights that mean so much to you and your family. Your LRS knows how to interpret the language in your contract and your employer's policies and history as well. The bottom line is, whenever in doubt and no matter what the issue, call your union and ask to speak with your LRS."

# In Memoriam

by Luanne Long, RN - President, HNA

It is with deep sadness that we report the death on Sunday, October 28, of Cheryl L Johnson, RN, President of our national, United American Nurses (UAN), AFL-CIO.

We think of Cheryl as a friend. She has been to Hawai'i to meet with us and to help us. She addressed last year's HNA HOD meeting. She cared deeply about Hawai'i Nurses and our causes and we cared equally deeply about her and her's and about UAN's concerns and efforts on behalf of Nurses throughout our country.

Cheryl, 57, was admitted to the University of Michigan Health System on Friday, Oct. 19, with a ruptured brain aneurysm and died early Sunday morning, Oct. 28, surrounded by her family and friends.

As UAN Vice President and now Acting-President Ann Converso, RN, said, "Cheryl was a guiding force in the founding and creation of the UAN as the national union for staff Nurses. The profession of nursing and the labor community are the poorer for her passing."

Ann Converso will serve out the remaining portion of Johnson's presidency until the March 2008 National Labor Assembly elections, in accordance with the UAN Constitution.

All in Nursing, in Hawai'i and throughout the country, will miss our friend and colleague but we will remember her with fondness and gratitude as we continue to benefit from all she accomplished and as we continue the initiatives she started and work toward the goals she envisioned.

Plans are underway across the country to honor Cheryl. We will share that information as it is determined on our website. The most current information for reaching Cheryl's family and for making a contribution to her Memorial Fund is found at the Michigan Nurses website at:

<http://www.minurses.org/news/CJohnsonUpdate1007.shtml>

