

## A New Year

Publication of the Winter 2007 issue finds us with a new year underway, one packed with enormous challenges but also opportunity for accomplishments. With this issue, the HNA ACTION seeks to provide a perspective on where we are as a profession and as a union – where we've been, what we've done, what we are doing now,

and where we have to go in 2007 and beyond. The challenges facing us are enormous: attacks on some of our members' very right to have union protection and representation; financial difficulties causing some facilities to downsize or dig in their heels about paying a professional wage; the increasing effect of corporations running healthcare

facilities with a focus more on the financial bottom line than on the vital medical services we provide. Never has effective union representation been so important. HNA's mission is, with the support of United American Nurses, AFL-CIO and the American Nurses Association, to be our collective strength and support through all that lies ahead.

**See Accomplishments Pg.4**

### NURSES WIN NEW CONTRACTS!

Five bargaining units have overwhelmingly approved new contracts since December, all negotiated by HNA:

- **Hawai'i Medical Center East**
- **St. Francis Community Health Services**
- **Liberty Dialysis (Formerly St. Francis Dialysis)**
- **Kuakini Geriatric**
- **Fresenius Medical Center**

## KY RIVER RULING LEADS TO FIRST TEST IN HAWAI'I

Nurses at Kahi Mohala have been confronted with the first test in Hawai'i of the NLRB's ruling in the Kentucky River cases. As reported in the previous issue of The HNA ACTION, the new National Labor Relations Board (NLRB) majority's ruling in the Kentucky River cases presents the most pressing challenge to the American labor movement in many years.

The rulings held that charge Nurses, under certain circumstances, can be supervisors, depending on whether they "assign" and "responsibly direct" other employees for a significant and regular amount of time. The idea that charge Nurse work can be supervisory is new and threatens to make big cuts in Nursing union ranks. Some cases under the new NLRB decision find charge Nurses to be supervisors, and some do not. The possibility that trivial or rote staff assignments might be held to be supervisory has unions in other industries worried as well. It may be that the best way to restore the status quo is through legislation, and legislation to do so will probably be introduced in Congress in March.

The management at Kahi Mohala has informed the union it intends to declare its Nurses to be supervisors and, therefore, lacking union protection. HNA has filed an unfair labor practice (ULP) charge with the Hawai'i NLRB and, with the support and assistance of the United American Nurses (UAN), AFL-CIO, we are fighting this effort to deprive our members and fellow Nurses of their union rights.

"What the Kahi Mohala management claims it wishes to do is not in the best interests of the facility, its Nurses, or its patients," declared HNA President Luanne Long, RN. "They are trying to 'Kentucky River' Hawai'i Nurses and HNA is adamant about doing everything possible to prevent this from happening."

HNA has filed an Unfair Labor Practice. The NLRB in Hawai'i is investigating. At this writing, it is unknown what position the NLRB will take on the Kahi Mohala case.

The ACTION and our website will keep you posted as this situation develops.

**See Inside**

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# 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. Send information to: [HNAnewsletter@hinurse.org](mailto:HNAnewsletter@hinurse.org).

See the HNA website at <http://www.hawaiinurses.org> for more details of many of these Continuing Education offerings and others. Click on the "Events/Continuing Ed" link at the top of the home page.

## HNA's Continuing Education Committee needs your help!

The committee is hoping to obtain the ANCC CE approver accreditation this year, and continue to increase the number of Continuing Education providers available to Hawai'i's Nurses.

If you would like to join one of HNA's most successful and progressive committees as a Nurse reviewer, contact HNA at 808-531-1628. The staff will help you contact Faith Rossman, Chair of the HNA Continuing Education Committee, by phone or email.

### April

#### A Look into the Future of Health Care

Kuakini Health System, Hale Pulama Mau Auditorium  
4 Contact hours, \$50; \$20 for KHS employees  
April 27, 2007  
Contact Education Services at (808) 547-9562

#### ACLS Pharmacology Made E-Z

UH Towers at The Queen's Medical Center, room 502  
8.7 ANCC-approved Contact hours, \$125.00 (\$25 for QMC employees)  
April 4, July 2, September 7 or December 4 0730 - 1600  
Contact Michelle Garson at pager (808) 578-8471

### May

#### End-of-Life Nursing – Core Training Program

Radisson Hotel Waikiki, Honolulu  
15.2 Contact hours, \$550  
May 22 – 24, 2007  
Application/registration forms are available at the End-of-Life Nursing Education Consortium:  
<http://www.aacn.nche.edu/ELNEC>.

#### Code Cart Olympics

UH Towers at The Queen's Medical Center, room 502  
8.7 ANCC-approved Contact hours, \$129.00 (\$20 for QMC employees)  
May 22, August 1, October 19 • 0730 - 1600  
Contact Michelle Garson at pager (808) 578-8471 or office: 537-7589

### July

#### Intro to Interpretation of the 12 Lead EKG

UH Towers at The Queen's Medical Center, room 502  
17.4 ANCC-approved Contact hours, \$189.00 (\$20 for QMC employees)  
July 24 & 31 (must attend both classes for Contact Hours) • 0700 - 1600  
Contact Michelle Garson at pager (808) 578-8471

### October

#### Ischemia, Injury, & Infarction...12 Lead EKG Workshop

UH Towers at The Queen's Medical Center, room 502  
6.6 ANCC-approved Contact hours, \$79.00 (\$10 for QMC employees)  
October 23, 2007 • 0800 - 1430  
Contact Michelle Garson at pager (808) 578-8471

## HNA CALENDAR

**1st Friday of each month:** Collective Bargaining Committee meets at 4:00 p.m.

**2nd Friday of each month:** Executive Committee meets at 6:00 p.m.

**2nd & 4th Fridays each month:** Finance Committee meets at 4:00 p.m.

**3rd Saturday of each month:** HNA's Board of Directors meets, except in March, the Board will meet on the 24th, at 10:00 a.m.

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.

**March 17: American Diabetes Association Walk for Diabetes. The Nurses of Wahiawa have vowed to raise more money than any other HNA bargaining unit and challenge their colleagues to try to beat them!**

## HNA ACTION

### HNA BOARD OFFICERS

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

### EDITORIAL BOARD

Sheri Kearns, RN – Communications Chair  
Luanne Long, RN – HNA President  
Joan Craft, RN – HNA Vice President  
Robin Tanner, RN – HNA Secretary  
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:

Sheri Kearns, RN

## TO CONTACT HAWAII NURSES ASSOCIATION:

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Single copy cost: 35¢

# LIBERTY NURSES HAVE SETTLED THEIR CONTRACT

After only four equitable negotiations, Nurses at Liberty (formerly St. Francis Dialysis units) won a three year contract including raises that will total 20% over the four years since Liberty gained ownership. The 401k match was doubled to 4%. The contract also includes an

agreement that an employee can access extended sick leave (from PTO) from the first day of qualifying leave if the employee is receiving inpatient/outpatient surgery or worker's comp leave.

They also received a verbal agreement to maintain a goal of a Nurse-

to-patient ratio of 1:12 for outpatient dialysis clinics. Shift differentials were also increased.

All in HNA extend our congratulations to Liberty Nurses and their Nurse Negotiating team, assisted by HNA staff, for a job very well done.

## UAN Seeks Nurses' Stories to Buoy Safe Patient Handling Bill

The United American Nurses, AFL-CIO, is seeking Nurses' stories about injuries suffered from unsafe patient handling situations. The stories will be used to support the safe patient handling bill, HR 378. UAN worked closely with U.S. Representative John Conyers (D-MI) to develop the proposed legislation. They need our help to gather as many stories as possible to help illustrate this dangerous problem to Congress and the news media, according to UAN Executive Director Susan Bianchi-Sand.

In order to facilitate the collection of stories, UAN has posted a survey on its website, [www.UANNurse.org](http://www.UANNurse.org). Printed copies of the survey, the model developed for UAN by the Michigan Nurses Association, can also be obtained from HNA. The deadline for submitting a story is April 20, although UAN would like to have as many as possible as quickly as they can get them.

If you have a story to share, please share it by filling out a survey either on-line or by calling HNA for a printed copy. In these challenging times, every little bit we can do is critical to support the best in safe, quality patient care.



Photo by: Page One Photography

Susan Bianchi-Sand, UAN Executive Director

## NURSES HELPING NURSES

*Written specially for the HNA ACTION*

**By Stephanie Pentlen, BA - Director of Development at Nurses House**

*Nurses House is the only Nurse-managed, non-profit organization dedicated to helping registered Nurses in need.*

Nurses everywhere are indebted to Emily Bourne. In 1922, through a charitable bequest, she created a respite facility for registered Nurses that became known as Nurses House. The beachfront home, a stately mansion in Babylon, Long Island, could hold up to sixty residents at any given time. It was often filled to capacity during busy summer months, as accommodations were peaceful, restful and provided privacy to Nurses that came to stay. As times and needs changed, the Bourne property was eventually sold, but the funds were used to establish a national fund for Nurses in need.

Today, Nurses House, Inc. operates as a charitable organization, run by a volunteer board of directors and Executive Director, offering assistance to Nurses throughout the country facing serious hardship. The sole mission of Nurses House is to provide short-term help to registered Nurses in need as a result of illness, injury, disability, or other dire circumstance. The Service Program Council of Nurses House carefully evaluates the needs of all applicants, and disperses funds to assist with everyday living expenses such as food, medicine, health care, rent, mortgage or utility bills.

Nurses House depends greatly on contributions from Nurses and the Nursing Community to fulfill its mission. To make a contribution to assist our colleagues in need, or to request assistance from Nurses House, visit:

[www.nurseshouse.org](http://www.nurseshouse.org) or call (518) 456-7858.

# ACCOMPLISHMENTS 2006

Continued from page 1

HNA had a busy year! Members have been active in collective bargaining, lobbying the legislature, continuing education, safe staffing efforts, refining HNA's processes such as the steward selection process and internal elections; holding our first House of Delegates as a truly united organization; representing Hawai'i at ANA and UAN assemblies...read on!

## In 2006, the members and staff of HNA...

- Implemented new contracts for the Big Five hospitals on O'ahu which included raises of 23%, improvements in medical and dental insurances, increases in budgets for Nurses' education, and improvements in working conditions and staffing.
- Negotiated *new* contracts for the following bargaining units: Liberty Dialysis; St. Francis Community Health Services; HPH Wilcox; Hawai'i Medical Center West (formerly St. Francis West); Hawai'i Medical Center East (formerly St. Francis Liliha); Kuakini Geriatric; Pohai Nani Good Samaritan; Hale Makua; Rehabilitation Hospital of the Pacific; and Fresenius Medical Care. (See stories elsewhere in this issue.)
- Supported bills in the State Legislature to prohibit mandatory overtime and mandate safe staffing at all of Hawai'i's hospitals.
- Attracted the attention and support of national Nurse leaders. Several visited Hawai'i's Nurses, including UAN president Cheryl Johnson, UAN Executive Director Susan Bianchi Sand, and ANA presidents Barbara Blakeney and Becky Patton.
- Conducted new elections after correcting a computer error in HNA's membership system that occurred during the 2005 elections.
- Defeated an effort to decertify HNA as the union representing the Nurses of Kaiser Permanente in Hawai'i, after California Nurses Association withdrew its petition supporting the decertification.
- Increased the number of Labor Relations Specialists from 3 to 4.
- Successfully represented members in various grievances, including restoration and back pay for a charge Nurse, accurate application of pay scales at Kaiser, and correction to charge Nurse status instead of "team leader" for many Nurses.
- Revised the steward selection process to a more fair, equitable, and democratic system.
- Approved four individual continuing education activities and five provider applications. The Continuing Education committee also published Continuing Education policies, application templates, etc. on HNA's website early this year.
- Developed and implemented a Staffing Concern Form as a tool for Nurses to report unsafe staffing to management and HNA.
- Held our first House of Delegates since the reorganization of 2004.
- Reaffirmed HNA's relationship with the American Nurses Association and the United American Nurses at the House of Delegates.
- Supported 149 RNs and LPNs of Kaua'i through a 126-day strike at HPH Wilcox Hospital and successfully negotiated a new contract that allows staff Nurse input for safe staffing patterns.
- Posted a newly designed website.
- Surveyed members about HNA's communications system, including the ACTION and our website: [www.hawaiinurses.org](http://www.hawaiinurses.org).
- Managed HNA's finances with a new emphasis on transparency, including an annual audit by an independent professional CPA firm, Irwin Cabrinha and Au, LLC who presented a report to the annual House of Delegates.
- Sent representatives to our national Nurses' assemblies: four (five were elected) Nurses attended UAN's National Labor Assembly in March; six Nurses represented Hawai'i at ANA's House of Delegates in June (seventeen were elected but only six were able to go); five Nurses attended the UAN's Labor Leader Institute in September; six Nurses were sent to the UAN Local Bargaining Unit training in November; and one Nurse, Denise Yamada, RN, Chief HNA Steward at the Queen's Medical Center, was a presenter on a panel at the 13th Annual Labor-Management Conference, Federal Mediation and Conciliation Service, in August.

# CHALLENGES 2007

Our work is never done. The ongoing climate in the healthcare industry continues to limit resources and demand that Nurses and other healthcare workers do ever more with less. The members of HNA are continuing to grow and develop our professional association to ensure that patient care is always the first priority.

## **In 2007, HNA shall:**

- Protect the right of Nurses to retain union representation, especially in the face of the implications of the Kentucky River Decision.
- Prevent unfair treatment of members by working with management to keep policies fair and equitable. For example, Labor Relations Specialist Juliet Begley is currently working with the Human Resources Department at Queens to ensure that changes in the job posting and attendance policies protect the rights and interests of all Nurses.
- Develop the Peer Assistance Program to continue providing resources and treatment to Nurses recovering from chemical dependency.
- Obtain accreditation from the American Nurses Credentialing Center (ANCC) as an approved provider of Continuing Education. Our site visit is scheduled for June 2007. The committee is also working to increase the availability of ANCC-approved Continuing Education providers in Hawai'i.
- Begin negotiations at four bargaining units:
  - Kahi Mohala (RNs and LPNs)
  - Hale Nani Rehab (RNs and LPNs)
  - Kahuku Hospital (RNs)
  - Straub (RNs)
  - (Oahu Care (CNAs) will extend their agreement for one year and bargain next spring)
- Continue to look after the rights of Nurses at Kahuku as the State Legislature works out the future of that institution.
- Add a Labor Relations Specialist and organizer to the staff mix to improve and increase services to union-represented members of HNA. Hawai'i's low unemployment rate and competitive environment for educated and skilled workers will make the search especially challenging.

# Contract Settlement Won at Fresenius Medical Care

Special for the HNA ACTION  
By Clarence Baijo, HNA LRS



Negotiating Team

In an unprecedented move to resolve a tenacious negotiation between FMC and the Hawai'i Nurses Association, both management and the union modified their proposals and reached a tentative agreement, an agreement that both sides could live with.

At stake for both parties were the "retention and recruitment" issues. Wages were seriously lagging behind their competitors and adequate staffing for a patient to nurse ratio ranked high on the list of demands. Ultimately, even though the union's proposals included more paid holidays, vacations, pension, overtime and documentation time language, patient safety is what the RNs wanted to ensure.

In a unit of approximately 66 members, 14 came to the first membership meeting. One month later, 33 members came to the second meeting. At the first negotiation session, members came in and out throughout their work day to sit in, observe, and participate in the decision-making process of negotiating their new contract. Twice as many members came to the second negotiation session throughout our 14 hours negotiation day.

A third membership meeting was held after the second negotiation session, with 37 members showing up. At this meeting, the negotiating team and members decided that they would show up in mass at the next negotiation session held on Sunday January 28th wearing HNA t-shirts to show management their solidarity and how serious they were.

When management representatives entered the room, they were met by an army of 41 determined, HNA t-shirt wearing RNs prepared to do whatever was necessary to bring these negotiations to a decisive conclusion. Some members brought their wives and children to witness the negotiation process and to have management see who their decisions directly affect.

After 5 hours, a tentative agreement was reached. Amid cheers and hugs, our negotiation army disbanded and went home to tell their families, friends and co-workers of the good news.

The real heroes of this battle were the HNA - FMC members. Without their solidarity and willingness to put their bodies on the front line, we would still be fighting for a good contract. Secondly, the negotiating team consisting of: Keith McCloskey, Tom Reetz, Victoria Ogasawara, Jessica Espression, Michelle Sanfilippo and Bill Fisher, their commitment and willingness to serve on the negotiating committee brought professionalism and integrity to these negotiations. Representing HNA were the chief spokesperson, Jon Carroll, Esq., assisted by Clarence Baijo, LRS, and Aggie Pigao Cadiz, Executive Director.

#### Highlights included:

- 3 Year agreement
- 19.85% wage increase (13.85% - 3% - 3%)
- Meal Period - \$5.00
- Shift Differential - \$1.25
- On Call Pay - \$5.00
- Charge Nurse Differential - \$1.50 & \$1.75
- H&W Trust Fund Language
- Successorship Language.
- 

#### Issues referred to the Labor/Management Committee were:

- Overtime Sign Up
- Mandatory Overtime
- Transfers
- Documentation Time

# The Toughest Vacation You'll Ever Love!!

So, the holidays are long over, but your goodwill remains. What to do? Your nursing skills are in demand by charitable volunteer organizations that provide healthcare to people here in Hawai'i and around the world.

The **Muscular Dystrophy Association** needs healthcare workers, including Nurses, to help out at **Summer Camp**, June 8-15, 2007 at Camp HR Erdman on Oahu's north shore. Volunteers will administer medication, tend injuries, and respond to medical issues for children with muscular dystrophy. Contact Jennifer Li to receive an application: Phone (808) 593-4454 or e-mail: [jli@mdausa.org](mailto:jli@mdausa.org).

Hawai'i's own **Aloha Medical Mission** is in the planning stages for missions in 2007. Details will be posted on their website as soon as each mission is confirmed. **Aloha Medical Mission (AMM)** needs licensed Nurses who are flexible and willing to pitch in. There is no foreign language requirement, but anyone who does speak the language of the host country would be a great asset to the mission.

Volunteers must donate their time, about 10 – 15 days, and the cost of travel and lodging, averaging \$1,500 per volunteer. Previous volunteers report that the application process is surprisingly competitive. AMM's Volunteer and Credential Committee selects volunteers according to the needs of each mission.

Readers of the ACTION may recall reading about the Aloha Medical Mission to Laos, reported by HNA's own Moni Allenby in May, 2006. She wrote, "I can't **recommend** the experience **highly enough**!"



*During the Aloha Medical Mission to Laos, Moni Allenby, RN administers a post-op IV antibiotic to 4-year old Chansamay after her splenectomy performed by Dr. Grininger.*

The **International Children's Heart Foundation (ICHF)** provides life-saving cardiac surgery to children around the world. ICHF's website reports, "One in every 100 live births has a heart defect, making it the number one congenital (birth) defect in the world." The foundation has completed 138 missions, serving hundreds of children. A team of volunteers has just completed a mission in Minsk, Belarus, February 10-17 and another in Bogota, Columbia, February 24 - March 10.

Recruiter Martina Pavanic reports that the foundation is always in need of experienced cardiac-pediatric ICU nurses. Prospective volunteers may contact her by e-mail: [martapavanic@aol.com](mailto:martapavanic@aol.com) or phone: 901-869-4243. ICHF provides volunteers with airfare, food and lodging in-country.

How about a mission to Zimbabwe, Harare, Africa? **Operation of Hope** is in need of a Pediatric Nurse to help with cleft lip and palate surgeries for children. Executive Program Director Jennifer Trubenbach reports that last year's mission to Zimbabwe was "without question one of the most enjoyable and rewarding experiences we've ever had in a developing country." **Operation of Hope** has been providing facial reconstructive surgeries to children for free all over the world for 20 years. Contact Ms. Trubenbach at 949-380-0923 or on her cell at 949-463-1795.

## MDA SUMMER CAMP IS "THE BEST WEEK OF THE YEAR!"



Check out the Muscular Dystrophy Association's website at:

<http://www.mda.org>

Contact Jennifer Li to receive an application:

Phone (808) 593-4454 or e-mail: [jli@mdausa.org](mailto:jli@mdausa.org)

## ALOHA MEDICAL MISSION HAS SEVERAL MISSIONS EACH YEAR.

Visit <http://www.alohamedicalmission.org> to learn more. Application forms, requirements, details of upcoming missions and more are available on the website.

## THE INTERNATIONAL CHILDREN'S HEART FOUNDATION IS IN NEED OF NURSES, IN ADDITION TO PHYSICIANS, RESPIRATORY THERAPISTS, PERFUSIONISTS AND BIOMEDICAL ENGINEERS WITH EXPERIENCE IN PEDIATRIC ICU.

Visit their website to learn more: <http://babyhearts.com>

Contact recruiter Martina Pavanic by e-mail:

[martapavanic@aol.com](mailto:martapavanic@aol.com) or phone: 901-869-4243.

## MEET THE STAFF AND SEE THE RESULTS OF THEIR WORK AT OPERATION OF HOPE'S WEBSITE:

[www.OperationOfHope.org](http://www.OperationOfHope.org)

Contact Jennifer Trubenbach at 949-380-0923 or 949-463-1795 for information about volunteering.

## DONATE!

You can support these important charities without leaving home! Donating money is as easy as visiting the charity's website and clicking on the "Donate" icon.

**Aloha Medical Mission** is also accepting used cell phones, PDAs, and cell phone batteries as a fundraiser. You can drop off your old equipment at the mission, 810 N Vineyard in Honolulu, or see the website for other options.

Have you participated in a medical mission? Do you know of other organizations in need of volunteer Nurses? HNA is interested in reporting stories about healthcare volunteers. Please contact HNA at: [HNAnewsletter@hinurse.org](mailto:HNAnewsletter@hinurse.org).

# **HAWAI'I NURSES ASSOCIATION ACTION**

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## **HNA'S PEER ASSISTANCE PROGRAM**

A Nurse who is impaired by addiction to any substance, alcohol or drugs, recreational or prescription, is a danger to our patients. Hawai'i Nurses Association can help.

The Peer Assistance Program provides resources to Nurses, friends, employers, family or coworkers. Assistance may be as simple as providing information. Nurses may seek counseling, treatment, and ongoing support through the Peer Assistance Program. Of course, all services are confidential.

Anyone who wants information should call HNA at 808-531-1628 and ask for the Peer Assistance Program Coordinator.

For Nurses in need of treatment, the coordinator will work with the client-Nurse and an Addictionologist to evaluate and provide treatment. The Nurse signs a confidential contract with the program. The coordinator may also work with the client's health insurance company to provide care at an appropriate treatment center.

The coordinator is assisted by a committee of volunteers, also bound by confidentiality. Presently, our coordinator travels to each island to provide services. The program coordinator plans to structure a team on each island if resources, such as Nurse-volunteers, are available. Nurses who have had experience with addiction, professionally or in their personal lives, are often valuable assets to the program.

Treatment for addiction is a life-long commitment. The peer assistance program provides continuing monitoring and helps recovering Nurses stay free of chemical dependency. Nurses who relocate to, or from, other states can also turn to HNA's Peer Assistance Program to coordinate with other state Nurses associations to find resources in the new location.

HNA's program was founded in 1992 and continues to grow and develop. Members who are interested in volunteering may call HNA to contact the program coordinator.