

Long, Craft, Benjamin, Kimble Chosen to Lead HNA



*Luanne Long, RN
President*



*Joan Craft, RN
Vice President*



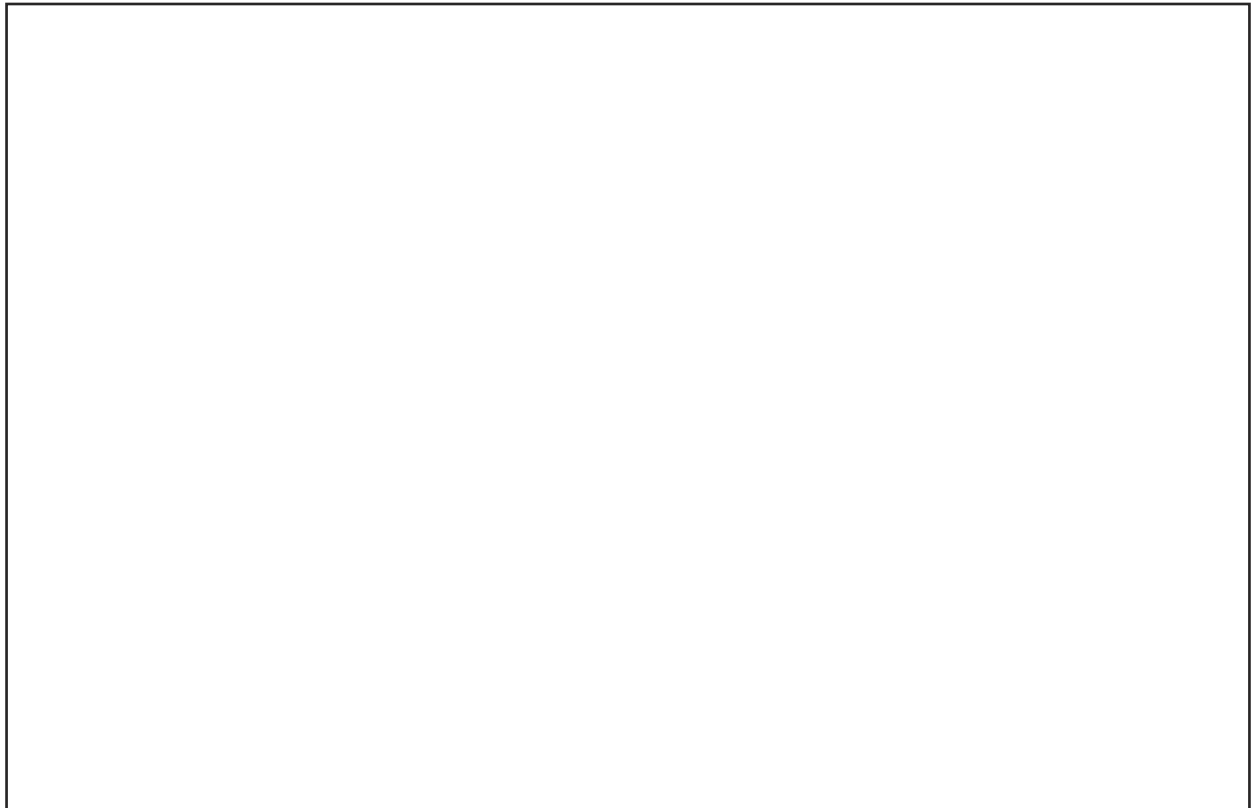
*Ravada Benjamin, RN
Secretary*



*Wilma Kimble, RN
Treasurer*

See **Elections**, Pg. 4 & 5

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.

See **Aloha Mission**, Pg. 3

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.

June

PALS (Pediatric Advanced Life Support)

Wilcox Memorial Hospital, Kauai
June 5, 6, 8, 9 & 10, 8:00 – 4:30, Conf Rooms TBA
Contact Sharon Contrades, MS, RN
at (808) 245-1195, X1195 or scontrades@wilcoxhealth.org

BASIC EKG: Recognition & Treatment of Basic Cardiac Dysrhythmias

The Queen's Medical Center, Honolulu
University Tower room 502
17.5 ANCC-approved Contact Hours; \$175. (\$25 for QMC employees)
June 5 & 19, 07:30 – 1600 (must attend both classes for Contact hours)
Contact Michelle Garson
pager (808) 578-8471, mgarson@queens.org

Treating Tiny Trauma Pediatric Trauma Emergencies

Registration deadline is June 12
Monday June 19, 0800 - 1630:
Kona Community Hospital – Classroom.
Wednesday June 21, 0800 - 1630:
Maui Memorial Hospital – Auditorium.
Friday, June 23, 0800 - 1630:
Wilcox Memorial Hospital – Classroom.
Saturday June 24, 0800 - 1630:
The Queen's Medical Center – Q.C.C.
7.2 Contact hours for nurses
NO Cost except parking and lunch!
Contact Aiko Holmberg at (808) 599-2899

A Rainbow of Health Care Strategies: Tools for Delivering Excellent Health Care

Hilton Hawaiian Village Resort, Honolulu
TAPA Tower, 2005 Kalia Rd, Honolulu
10.2 (June 29) and 3.9 (June 30) ANCC-approved Contact Hours
\$290 (discounts for early registration and FNOH members)
June 29, 7:00 – 5:30 and June 30, 7:00 – 12:00
Sponsored by Filipino Nurses Organization of Hawaii
Contact The UH Conference Center at (808) 956-8204

July

BLS Healthcare Provider Renewal

Wahiawa General Hospital, Oahu
\$40 + \$10 for text
July 7, 8:00 – 12:00 or 12:30 – 4:30
Contact Rosie Pacheco
at (808) 352-6578

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

The Queen's Medical Center, Honolulu
University Tower room 502
6.6 ANCC-approved Contact Hours; \$79 (\$10 for QMC employees)
July 7, 0800 – 1430,
Contact Michelle Garson
pager (808) 578-8471, mgarson@queens.org

25th Annual Western Regional Summer Institute for Union Women

Center for Labor Education and Research (CLEAR)
Ala Moana Hotel, Honolulu
July 7-11, 2006
Cost: \$260
Contact Adrienne Valdez
(808) 454-4781, avaldez@hawaii.edu

Soul Awakening Through Creative Expression

The Queen's Medical Center, Honolulu
Queen's Conference Center, room 204
5.7 ANCC-approved Contact Hours; \$50. (\$40 for QMC employees)
July 13, 0800 – 1300
Contact Michelle Garson
pager (808) 578-8471, mgarson@queens.org

ACLS Pharmacology Made E-Z

The Queen's Medical Center, Honolulu
University Tower room 502
8.7 ANCC-approved Contact Hours; \$125. (\$25 for QMC employees)
July 28, 07:30 - 1600
Contact Michelle Garson
pager (808) 578-8471, mgarson@queens.org

August

ACLS (Advanced Cardiac Life Support)

Kuakini Medical Center
2 day Certification: \$200
1 day Recertification: \$140
August 9 & 16
Contact Education Services
at (808) 547-9566

A Neuro Nurse Review: Cutting Edge Technology & New Trends

The Queen's Conference Center, 2nd Floor
14 Contact hours, \$175.00 (\$75.00 for QMC employees)
August 10 & 11, 08:00 – 16:30
Contact Kathy Johnson
at (808) 547-4634, kjohnson@queens.org

Telemetry Nurses Keep Up the Beat

Progressive Care Certification Prep Course
The Queen's Conference Center, 2nd Floor Lobby
ANCC-approved Contact Hours are pending
August 31 & September 1, 2006
Contact Michelle Garson
pager (808) 578-8471, mgarson@queens.org

November

ACLS (Advanced Cardiac Life Support)

Kuakini Medical Center
2 day Certification: \$200
1 day Recertification: \$140
November 15 & 22
Contact Education Services
at (808) 547-9566

Aloha Medical Mission to Laos

Continued from page 1

Aloha Medical Mission to Luang Phabang, Laos consisted of twenty-nine volunteers from Seattle, Washington and Hawaii. The team was lead by Dr. Phoumy Bounkeua and Dr. Lisa Grininger respectively. Luang Phabang is nestled near the Mekong and the Kang Rivers in northern Laos; it is the country's ancient capital.

Even though this was AMM's 8th mission to Laos (SE Asia), it was my first time. As a Laotian-born, my goal was to give back to my birth country; and volunteering with a medical mission to Laos was the perfect opportunity.

Return To Laos

I did not know how Laos has evolved over the years and did not know what to expect since I had left my country 28-years ago when the Communist regime occupied it. Instead of being an oppressed country as I had remembered at the age of eight, the strict policing was not apparent. And being on the Mekong River again was not as intimidating as back in the mid to late 70's when the border was under meticulous supervision. Back then, no one, other than the Viet/Lao militia, was allowed to enter or leave the country; death was the consequence.

However, our mission received a warm welcome from our Laotian friends and doctors. Despite the language barrier, we blended as a team in delivering care.

Two Groups

The team was divided into two groups. One group, led by Dr. Bounkeua, traveled each day to five different outlying villages, some quite remote in the mountainous terrain, providing education on dental hygiene and infectious diseases such as TB, a significant health issue, and safe sex practices. The other group was led by Dr. Grininger who spent everyday operating on a total of 22-cases which consisted of: thyroidectomies, cleft repairs, hernia repairs, splenectomies, orthopedic surgeries, and removal of tumors.

For the eight days in Laos, my goal as a Recovery Room Nurse was to apply my knowledge & skills to recovering post-op patients. Luang Phabang Provincial Hospital was built and donated by the People's Republic of China in 2004. The 100+ bed hospital services approximately 1-million people.

Mission a Success

Instead of working in the Recovery Room, my Laotian



(from left to right) Moni Allenby, RN, Lisa Grininger, MD: team leader, and Rene Allazar, M.A. All from Kaiser Permanente Hawaii.

language was put to use. Because there was a shortage of interpreters, I had the opportunity to interpret in the O.R. for the O.R. staff and during patient rounds with the Aloha doctors and the Laotian doctors.

Overall, I believe that the mission was a success where indigents received the care that they needed without any complications and the Laos medical personnel were receptive and allowed us to utilize their facility. Most importantly we are invited back for future missions.

Volunteers Wanted

On a personal note: AMM is always looking for volunteers who want to go to help out in many different countries. I can't recommend the experience highly enough.

New on the UAN Website in May: Steward Training, A Seat at the Table ...

UAN has launched online steward training for floor reps and grievance reps, complete with interactive simulations and role-playing. To sign up, email nichole.bennett@uannurse.org.

Nurses may well find this interesting even if you aren't interested in being a steward because United American Nurses is providing valuable resources to state Nurses associations like HNA. Moreover, Nurses can learn how our union can help us and what to expect from our union representatives and stewards. Also, UAN's celebration of Nurses Week is a tangible gift that benefits all Nurses!

UAN has also posted the popular 1996 book A Seat at the Table, a history of collective bargaining for RNs in states and the ANA, in PDF format on the UAN website.

Hole in the Bucket

Last month's "Hole in the Bucket" article was adapted from The Hole in the Bucket Syndrome: The Last Recruitment & Retention Article You'll Ever Have to Read by Jeanna Bozell, RN, CPC, Leadership Coach and speaker. Jeanna is the author of A Nurse Leader's Little Instruction Book: The Ultimate Resource for Retaining Staff and writes The Catalyst Series, a monthly leadership development program, available at:

<http://www.nursequest.com> or calling: 800.776.0127

NurseQuest is a company whose mission is to provide resources for nurse leaders and those they mentor.

You Have Elected...

President

Long, Luanne

Vice President

Craft, Joan

Secretary

Benjamin, Ravada M

Treasurer

Kimble, Wilmalee H

Bargaining Unit Board of

Directors, Queens

Schwartz, Elayne

Briggs, Linda

Gutierrez, Elena

Fujimoto, Daisy

Bargaining Unit Board of

Directors, Kaiser

Tanner, Robin (Roberta)

Ibarra, Joey

Leigh, Adam

Bargaining Unit Board of

Directors, St Francis-Liliha

Gorai, Leigh-Ann

Bargaining Unit Board of

Directors, Kuakini

Poland, Vicky

Bargaining Unit Board of

Directors, Kuakini Geriatric

Estabillo-Namnama, Corazon

Bargaining Unit Board of

Directors, Wahiawa

Mulrooney, Cindy

District Board of Directors

District 1 East Hawaii

Williams, Karen

Campbell, Caroline

District Board of Directors

District 2 Kauai

Broussard, Chris

District Board of Directors

District 4 Honolulu

Obayashi, Ken

District Board of Directors

District 5 Windward

Bergan, Vincent

District Board of Directors

District 6 Leeward

Robinson, Marina

Koldingnes, Joyce

District Board of Directors

District 7 West Hawaii

Styner, Dawn

Silva, Ana

HNA Nominations Committee,

District 1 East Hawaii

Uyeda, APRN, Mary M.

HNA Nominations Committee,

District 4 Honolulu

Kearns, Sheri

HNA Nominations Committee,

District 6 Leeward

Abuluyan, Kathleen

HNA Nominations

Committee, District 7 West

Hawaii

Cortez, Shelba

ANA House of Delegates

Long, Luanne

Craft, Joan

Tanner, Robin (Roberta)

Benjamin, Ravada M

Silva, Ana

Broussard, Chris

Poland, Vicky

Cohen, Denise

Uyeda, APRN, Mary M

Ige, Shelley

Poirier, Marion

Campbell, Caroline

Curley, Janet

Kessler, Rosario

Rezentes, Gertrude

Smelker, Lynn

Branco, Lola

Congress of Nursing Practice

Styner, Dawn

Uyeda, APRN, Mary M

Curley, Janet

Branco, Lola

HNA House of Delegates

District 1 East Hawaii

Branco, Lola

Masuyama, Renee

Curley, Janet

Stancil, Mary Lynn

HNA House of Delegates

District 2 Kauai

Bargaining Unit

Broussard, Chris

Falvey, Clayton

Lorraine, Denise

Tunac, Esther

Wong, Mayvelyn

HNA House of Delegates

District 3 Maui

Non-Bargaining Unit

Cohen, Denise

HNA House of Delegates

District 4 Honolulu

Obayashi, Ken

Tanner, Robin (Roberta)

Benjamin, Ravada M

Kearns, Sheri

Wong, Lorrie

Kimble, Wilmalee H

Ching, Willy

Imamura, Lance

Price, Guy

Northcutt, Joshua

Beniga, Juliet

Clendenin, Jeanne

Hokoana, Daryl

Aquino, Natasha

Briggs, Linda

Co, Mini

Gutierrez, Elena

Yamashiro, Winifred

Kawasaki, Mary

Maruyama, Karen

Sack, Norman

Garcia, Abel

Murray, Brian

Kent, Gerry

Shafer, Janet

Smelker, Lynn

Brahm, Jane

Cordova, Rosemarie

Morency, Timothy

Rezentes, Gertrude

Kessler, Rosario

Morden, Jacqueline

Pulido, Presentacion

Sumabat, Ronald

Shunk, Lyndell

HNA House of Delegates

District 5 Windward

Craft, Joan

Gallagher-Felix, Jane

Keliikipi, Pohaikaloha

Keohokalole, Marylin

Kimura, Erlinda

Boulton, Judy

Ige, Shelley

Tantau, Amy

Williams, Gracia

Yamada, Denise

Boren, Sherry

Kozuma, Lynn

Smith, Kalei

DeMello, Valerie

Dittrich, Denise

Lucid, Robert

Tagert, Barbara

Lee, Colleen

Muragin, Summer

HNA House of Delegates

District 6 Leeward

Bargaining Unit

Long, Luanne

Abuluyan, Kathleen

Kaneshiro, Jill

Ramiscal, Gail

Ahsing, April

Alvarez, Pilar

Calizo, Maribel

Poland, Vicky

Agas-Yuu, Rosalee

Batoon, Rosemarie

Benedicto, Melinda

Fujimoto, Daisy

Koldingnes, Joyce

Butay-Altare, Mila

Takaki, Jennifer

Deperalta, Rex

Kitamura, Natalie

Redor, Archie

Robinson, Marina

Song, Lisa

Yasumura, Avis

Brown, Christina

Medrano, Mary Jane

Valbuena, Marie

Gorai, Leigh-Ann

Schwartz, Elayne

Teves, Amy

Toribio, Estela

Acidera, Glory Ann

Antonio, Simonette

Kishi, Sandra

Lindsay, Yvonne

McCarty, Tracy

Largo, Albert

McCarty, William

Nakayama, Bonnie

Padron, Brigida

Sy, Julie

Tauyan, Analinda

Jubilado, Marv

Kubota, Dustin

Laudenslayer, Mark

Law, Jared

Taclas, Teresita

Sato, Frederick

Schmalz, Maria Christina

Martin

Bowne, Debra

Leigh, Adam

Seqawa, Kendra

Bertero, Patricia

Chaves (Paiste), Christine

Mulrooney, Cindy

Dechant, Laurie

Govina, Ronald

Grace, Kyle

Raymundo, Melecia

Kawana, Diane

Mayfield, Agnes

Robinson-Medeiros,

Gwenevere

Serapion, Isabelle

Slade, Jill

Martin, Kathleen Mulvihill

Tompkins, Sandra

Queypo, Isabel

Non-bargaining unit

Johnson, Elton E

HNA House of Delegates

District 7 West Hawaii

Bargaining Unit

Taylor, Rosemary

HNA House of Delegates

District 7 West Hawaii

Non-Bargaining Unit

Silva, Ana

continued from Pg.1

Long, Craft, Benjamin, Kimble Chosen to Lead HNA

The members have decided.

In an election verified by the Department of Labor, HNA members have elected Luanne Long RN President; Joan Craft RN Vice President; Ravada Benjamin RN Secretary; and Wilmalee Kimble RN Treasurer of HNA.

President Long and Vice President Craft were elected to terms that will run through December 31, 2007; Secretary Benjamin and Treasurer Kimble were elected to terms that run through December 31, 2006. See chart on page 10.

"HNA's primary goal was to see this election conducted in the fairest and best possible way," HNA Executive Director Aggie Pigao Cadiz, RN, stated. "We are grateful to the Department of Labor for their hard work in helping us make this happen. This election provides a clear mandate for our new officers, executive committee and board of directors to lead HNA forward and realize the promise of the merger that created the new HNA two years ago."



HNA Executive Director Aggie Pigao Cadiz, RN double-checks computer tallies of votes after election count

A complete list of all victorious candidates may be found on the facing page. In keeping with the bylaws, this issue also serves as a special issue of The Hawai'i Nurse and Kahu Ma'i, official publications of the two groups that merged to create today's HNA.

ANA Launches New Career Search Service for Nurses in Partnership with *HEALTHeCAREERS* Network

The American Nurses Association (ANA) has joined *HEALTHeCAREERS* Network to create a customized career-search posting and application service for Nurses and other health care workers. This new career center, which promises to be North America's largest pool of nursing jobs and qualified nursing candidates, is accessible through ANA's Web site via:

www.nursescareercenter.com.

HEALTHeCAREERS is an integrated nationwide healthcare recruitment Network made up of 65 nursing, allied and physician associations, including 11 nursing specialty organizations. Participating associations provide hospitals and other healthcare employers a single point of contact to recruit members via the associations' online job banks, providing online recruiting resources for thousands of health care employers and recruiters and millions of candidates.

"We're excited to be working with *HEALTHeCAREERS* Network to provide a valuable

employment service to Nurses across North America," said ANA Chief Executive Officer Linda J. Stierle, MS, RN, CNA, BC. "The job bank is as important a resource for our members seeking to build successful careers, as it is for the health industry which is facing serious nursing staff shortages. By combining our collective resources we are able to provide members the most extensive selection of quality reviewed nursing positions, backed by advanced, user-friendly functionality."

ANA's new Nurses' career center includes the ability to post résumés, attach cover letters, receive e-mail notifications of new job vacancies, track current and past activity and access personalized telephone support.

The new *HEALTHeCAREERS* service replaces ANA's former Nurses career center, which previously was managed by Monster.com. For more information regarding the *HEALTHeCAREERS* Network, visit:

www.healthcareers.com.





Wilcox

Nurses at Wilcox Hospital/Hawai'i Pacific Health began their contract negotiations in April. Their contract expires May 31, 2006. Anticipating strong opposition to the Nurses' proposals, the Nurses have developed a long term plan of action to maintain solidarity among the Nurses. Their plan also includes obtaining support for the Nurses from the community-at-large.

Members of HGEA, SHOPO, and other unions in Hawai'i have shown their support for 150 Wilcox Hospital Nurses by joining Wilcox Nurses in their sign waving demonstrations and wearing buttons supporting quality and safe health care for Kaua'i made by the Nurses.

SHOPO members, Nurses from Wilcox Hospital, and Nurses from Mahelona Hospital and Kauai Veterans Memorial Hospital who are members of the Hawaii Government Employees Association, planted themselves on Kuhio Highway by the Kukui Grove Shopping Center between 4 p.m. and 6 p.m. and waved signs to passing motorists to raise awareness of their cause, reported Lester Chang in THE GARDEN ISLAND.

A news media advisory the Hawai'i Nurses Association sent to Kaua'i news media noted the top concern in the contract negotiations "is proper Nurse staff levels which are essential to delivering quality and safe health care for Kaua'i's people." Clyde Hayashi, speaking on behalf of the Wilcox Nurses, told the reporter, "We are trying to work things out. ...at this point, we ... have given a proposal and we are waiting for management to respond." Hayashi explained that "many issues are being discussed."

THE GARDEN ISLAND noted that, in the HNA Kaua'i Nurses' media advisory, "representatives for the Nurses' union vowed

to show Wilcox Hospital/Hawaii Pacific Health that the Nurses, other unions in Hawai'i and concerned citizens 'are united in demanding quality and safe health care for Kaua'i's people.'"

Kaiser

HNA

- Was able to secure preceptor pay for RNs working in the clinics (they had previously been told by management that because they hadn't taken a preceptor training course they were not eligible to receive the preceptor differential.)
- Fought an attempt by management on hospital floor 2 east and 2 west of Moa to begin handing out schedules individually rather than posting a unit schedule.
- Obtained back pay in excess of \$1,000 for a RN who was not receiving accurate compensation.

Kahuku

Nurses at Kahuku Hospital overwhelmingly ratified their one year contract. They received a 26% increase and new on-call contract language proposed by the Nurses. The pay increase brings their pay more in line with other Honolulu facilities – job rate goes from \$28 to \$36.

Arbitrations

Two arbitrations involving Nurses at two facilities were successfully resolved. One Nurse had a suspension rescinded and received pay increase retroactive to the time of the increase. A second Nurse had a verbal warning removed from the individual's personnel record.

MAHALO TO HAWAI'I NURSES

HNA ran the following article in the Honolulu Advertiser in honor of Nurses Week. We wanted the public that week to read about the important and wonderful job Hawai'i Nurses do.

This week, everyone should take a moment just to say "mahalo" to our Hawai'i Nurses.

These fine women and men have focused their professional lives serving the needs of others in our communities.

They are there when we need them most. They look out for us, manage our treatment when we are ill or injured, give us the medication we need to recover our health.

They help us into this world; they care for us while we are here; they ease our passage when we are tired at the end of our time.

They stay up working long hours, all through the night, when we are most in need of caring to recover our strength. They celebrate our recoveries just as our loved ones do. They are our cheering sections in our struggles, our guides and supporters when we have need of their experience, their expertise, their wisdom, and their strength.

Theirs is truly a "calling." No one ever got wealthy in Nursing. It is a service and its primary reward is the satisfaction of knowing that one has helped, one has made a difference in the lives of others.

Hawai'i Nurses say to the young people of our Aloha State that there is no more satisfying profession than being a Nurse. If you feel the calling, join us. A life spent in service to others, for the betterment of all in society, is a life very well spent. A career devoted to helping humanity is a career of the very highest value.

There are many ways we can say "thank you" to our Nurses. For one thing, just take a moment to say it. Thank a Nurse next time you have the chance. Let her or him know you appreciate all they do for all of us.



We can also support the things that make Nurses' jobs better and that enable them to do more for their patients. Support safe staffing levels in our hospitals and clinics. Support an end to mandatory overtime where Nurses are forced to work longer than 12 hour shifts at a time – to do so is simply unsafe for both Nurses and for the patients who rely on them.

Support the programs and compensation levels required to overcome the Nursing shortage and make it possible for our Nurses to provide the very best care for all in Hawai'i who are in need. When the health and lives of our fellow citizens of Hawai'i are at stake, no less than full support is enough.

This is National Nurses' Week. This week we all give thanks for the help and dedication of our Hawai'i Nurses. They are truly heroes for us all.

- A Nurses' Week message from your Hawai'i Nurses Association

Other Nurses ? Week Activities

- Nurses at Kaiser and Queen's received their printed contracts along with HNA pens (Nurses from other facilities will receive their contracts as we receive them from the Hawai'i Employers Council.)
- Sign waving to thank Nurses and the community's support of Nurses took place in Honolulu in front of the State Capital as well as on Kaua'i.
- Kaiser Nurses received a special edition of "Moving Forward" in honor of Nurses' Week

HNA Fighting for Safe Staffing Principles

Hawai'i Nurses have an exciting opportunity coming in the 2007 state legislature! Lawmakers are giving serious consideration to enacting the American Nurses Association's (ANA) Principles for Nurse Staffing into Hawaii State Law.

Hospital managements and owners and their allies will no doubt once again strongly oppose this legislation because safe staffing requires the necessary investment to assure the availability of qualified staff at all times. They will lobby and they also make significant campaign contributions. It is up to us to convince our elected representatives that the needs of public health and safety override political concerns and must be paramount in setting public policy.

Senate Resolution No. 50 SD1 of 2006 (and its companion bill, SCR76 SD1):

- Urges healthcare facilities to implement the "Utilization Guide for the ANA Principles for Nurse Staffing".
- Formally requests all healthcare facilities to REPORT data to the legislature regarding Staffing Concern Forms, amount of mandatory and voluntary overtime worked by direct care Nurses, negative patient care outcomes, and nursing injuries.
- Directs the Hawaii State Center for Nursing to study safe nurse staffing and report NURSES' RECOMMENDATIONS to the 2007 legislature 20 days before it convenes next January.

Nurses have the ear of our state legislators! Now is the time for us to speak up. We have several important venues for communicating with lawmakers.

HNA's Staffing Concern Form is designed to provide HNA with staffing data provided by direct care Nurses. Now, the Hawai'i State Legislature is asking your employer for this information. Let us not rely entirely on the employers to provide the information. This is a critical opportunity for Nurses to provide documentation of our concerns to influential lawmakers.

Fill out those forms any time that you, a professional Nurse, are concerned about the safety of your patients because of inadequate staffing. Remember to notify your manager or supervisor at the same time that you submit the form, send a copy to HNA, and keep a copy for your own records.

Nurses can obtain copies of the Staffing Concern Form at:

- Your nursing unit
- HNA: 808-531-1628; 800-486-8550 neighbor island
- On the web at www.HawaiiNurses.org

The Advisory Board of the Hawai'i State Center for Nursing includes three representatives of HNA, including Aggie Pigao Cadiz, our Executive Director, and two members of our Board of Directors, Ana Silva and Vicky Poland. Further, HNA's Vice President, Joan Craft, was appointed to one of the three labor seats on the Advisory Board.

HNA will collect and compile data from the Staffing Concern Forms and other sources, and include it in the Center for Nurses' Report to the legislature. If our data is persuasive, legislators may be moved to act and pass laws mandating the use of ANA's Principles of Nurse Staffing.

During the 2007 legislature, lawmakers will be asking for the testimony of all interested parties before casting their votes for or against this important issue. HNA will need Nurses—bedside caregivers—to be ready to tell their stories.

Is ANA's Principles for Nurse Staffing included in your contract? Does your employer call your overtime "voluntary" when it really isn't? Have you been assigned too many, too sick patients in one shift? Has that situation caused errors, or near misses? Be prepared to tell your stories.

With your help, we shall succeed!

ANA's Principles for Nurse Staffing:
<http://nursingworld.org/member/practice/stffprnc.cfm>

Other states have already passed legislation based on ANA's Principles of Nurse Staffing. Read more on ANA's website. Go to <http://nursingworld.org/member> and sign in. Follow the links: "Government Affairs," then scroll down to "State Government Relations" and "Nurse Staffing Plans and Ratios."

Office	Term ends 12/31/06	Term ends 12/31/07
President		X
Vice-President		X
Secretary	X	
Treasurer	X	
Bargaining Unit BOD		
The Queen's Med. Center		
-2 seats (highest # of votes)		X
-2 seats (lowest # of votes)	X	
Kaiser		
- 2 seats (highest # of votes)		X
- 1 seat (lowest # of votes)	X	
Kapi'olani		
- 1 seat (highest # votes)		X
- 1 seat (lowest # votes)	X	
St. Francis Liliha		X
Kuakini		X
St. Francis West	X	
Straub		X
Hale Nani	X	
Hale Makua		X
O'ahu Care	X	
Kahi Mohala		X
Ka Punawai Ola	X	
Wahiawa		X
Rehab of the Pacific-LPN	X	
Rehab of the Pacific-RN		X
Pohai Nani	X	
Maui Medical	X	
Wilcox		X
Kaua'i Medical	X	
CCOH		X
Fresenius	X	
Kahuku		X
District BOD (2 seats ea)		
1 – East Hawai'i		X
2 – Kaua'i	X	
3 – Maui		X
4 – Honolulu	X	
5 – Windward		X
6 – Leeward	X	
7 – West Hawai'i		X
Nominations Committee (1 seat ea)		
1 – East Hawai'i		X
2 – Kaua'i	X	
3 – Maui		X
4 – Honolulu	X	
5 – Windward		X
6 – Leeward	X	
7 – West Hawai'i		X
Congress of Nursing Practice (9 seats)		
		X
HNA HOD		2007 HOD

The author of the following letter requested that it appear in this month's issue of the ACTION

To: Luanne Long and B.O.D.
From: D.Q. Jackson

I wish to extend my sincere appreciation and profound gratitude to you for helping us on Kauai. The last few years have been very hard for HNA and I often thought the troubles would never end, but to my great surprise they finally have.

Without question the Kauai Nurses are now fully HNA Nurses. Potential in-roads by other unions are now all in the past. All the Nurses now recognize that HNA is strong, organized and doing business for them. The doubts have vanished. It's all in the past. We're in a new world now.

It fills my soul with joy to see all of our Nurses together. I've never seen that before. The organizational skills of Jon Carrol, Clyde Hayashi and Claudine Tomasa turned everything around. That team was able to focus the Wilcox Nurses concerns into a directed mission. Scores of Nurses turned out for the meetings because the team was able to articulate their needs. Having that team in the hospital and parked in the cafeteria changed the face of HNA for our Nurses. They saw HNA there. They saw HNA strong. They saw HNA fearless. And they saw it day after day. Thank you, thank you, thank you.

Thursday was a momentous day for us. Wilcox Nurses stood on the roadside stretching out a full city block from traffic light to traffic light reaching out to our community with complete purpose of mind. Thousands of people drove by including management with cameras. Not a hint of intimidation on the part of our Nurses. They smiled and waved back. They know where they're going. They're not afraid. They're ready to fight. And they're all together. Congratulations. HNA has pulled it off.

ANA Benefits include Website ? s "Members Only" Section

Membership is the lifeblood of an association and ANA has always valued its members for their commitment to their profession. Members' dues support the work ANA does on behalf of Nurses, the profession and the public. ANA's Web site, NursingWorld.org, is a rich resource, providing information about the association and the profession as well as nursing and health care news. Launched in 1995, NursingWorld.org attracts visitors from around the world, both Nurses and non nurses. ANA added a Members Only area to the Web site in June 2004. This benefit provides members added value by offering exclusive access to key documents and information, priority access to news and free online continuing education. Members can also update their personal contact information on this site. Whether you are a regular visitor to NursingWorld.org or a first-timer, we encourage you to "log-in" to Members Only.

To access the Online Members Only area, you must first go to the online member application section <http://nursingowrld.org/memapp> and select "Online Sign Up" to create your online account. You will be asked to input your ANA member identification number. That number may be

found above your name on the mailing label for The American Nurse. The mailing label is located on the lower right hand corner of the front cover of The American Nurse. It also can be found on your ANA membership ID wallet card. After you successfully create your online account, you should be able to use your username and password to login the Members Only area <http://nursinworld.org/member/>.

Once you login to the Members Only area, you can then update your personal contact information online. To do so, select "Update contact info" under "Member Tools" on the blue side bar. You will see your current contact information displayed in the left column. In the right column, you can type in any information that needs to be changed. You can use the "Comments & Additional Information" block to enter any additional notes or changes to information that does not appear on the screen, e.g. employer. When you have completed your changes, click on the "Submit Change Request" button at the bottom of the form.

If you have questions about your membership number, please call HNA Membership at 531-1628, 800-486-8550 Neighbor Island.

HAWAII NURSES ASSOCIATION ACTION

677 Ala Moana Boulevard, Suite 301
Honolulu • HI • 96813

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To contact HAWAII NURSES ASSOCIATION:

PHONE — 531-1628 • WEB — www.hawaiinurses.org
E-MAIL — HNAnewsletter@hinurse.org
HOTLINE — 537-2833

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

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Single copy cost: 35¢

UAN Expands Website

UAN's website - www.UANNurse.org - has been updated and expanded with a fresh look to include additional research, material on the staffing shortage, tools for VA Nurses and more. UAN plans to add a "Make Your Voice Heard" e-Activist feature to the site in April, allowing users to sign up to receive UAN emailed alerts once a month supplying information and encouraging action on issues important to union Nurses. In May, UAN will add to the website its online steward training—information for local unit leaders (stewards) on communications, handling grievances, and more. HNA, currently working to update our own website – www.HawaiiNurses.org – urges everyone to take a look at the updated UAN website.

BOD and EC Meetings

HNA's Board of Directors meets the third Saturday of every month, from 10 a.m. to 2 p.m. at HNA's headquarters office. HNA's Executive Committee meets the second and fourth Fridays of every month from 5:30 p.m. until they are done with the business before them.