

the Pulse



The PSNA Newsletter

December 2007

PSNA needs you!

PSNA needs you! *So who cares?* We do. We really do need your help. *All right, what is it that you need.* PSNA has needs in many areas, and maybe you can fill one.

Run for office. PSNA elections are coming up in January and we need candidates from all areas of the medical center. The time commitment isn't as much as you might think. Be involved in the decision making, have a say in the direction nurses at AGMC go. (Floor nursing has been underrepresented for years. We would love to have some floor nurses step up.)

Donate your time and talents. We have many projects throughout the year. A list of talented nurses to help would be great. In February we need poll workers during elections. May brings "Nurses Week" and we need help with the events that we participate in. When PSNA puts out the newsletter there is never enough help to write, fold, label, and mail. No meetings to commit to, just volunteer to help out PRN.

Be a unit rep. Unit representatives have been helpful during negotiations. We could use reps. to get out and collect information for us on a regular basis. Help PSNA and your unit at the same time. Again, no meetings to commit to.

Be our eyes and ears. Let us know when you see or hear things that are done in violation of the contract. When you aren't sure contact one of the board members and we will be glad to assist you. Remember when contacting us that PSNA doesn't have an office staff and it can take a few days for one of us to get back to you. If something can't wait try to contact one of us at AGMC in our units.

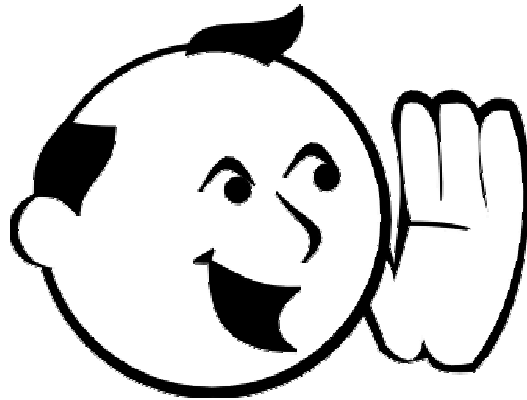
Volunteer if possible, our strength is in our number.

Remember being involved shows the medical center that we are strong. Know your contract, be vocal, stand up for yourself and other nurses. We have power if we work together.

Mark

Call us at 330-374-1935 if you have time and skills to offer.





Call for Nominations

The PSNA Board is currently accepting nominations for individuals to fill several positions. Elections will be held Friday February 1 for the following positions:

- 4 Members of the Board of Directors (2-year terms)
- Co-Chair, 2 year term
- Secretary, 2 year term

Nominations and self-nominations should be given to Bob Hudascek in CCU or Monica Bowman in Special Care Nursery. Each nominee will complete a “Consent to be Nominated” form, available from the above members. Detailed descriptions of the duties of each position are available on the consent form. Those who plan to nominate another member should contact that person in advance to be sure that he or she is willing to stand for election and serve if elected.

Date: Friday February 1

Times: 6:30am to 8:00pm

Place: Fraiche classroom

Barb's Blurbs

A collection of fine points and little known facts

By Barb Probert

This is my last column. I've moved to Denver to be with my family.

Leaving AGMC has been very hard. I have worked there since 1976, except for 4 years at "some other hospital". I have met wonderful people, learned so much and understood what Nursing Practice was all about at AGMC. I will miss it.

I went into nursing because I needed steady work (so much for idealism), and then I fell in love with nursing. I enjoyed helping to heal others, bringing comfort, teaching, working hard and being able to use my brain. A friend of mine said I was blessed because my job was meaningful. She was right.

Back in the old days (when I walked ten miles to work, uphill both ways) Nursing had a very weak voice. ANA and ONA helped us organize, and the PSNA was born. That name is very important. Professional Staff Nurses Association. At the time nursing was considered a vocation. We worked to make it a profession!

So what's my point? Get involved. PSNA officers and board members are not people with nothing else to do. They are busy. They work, have families, have hardships and joys. They are just like you. They care about Nursing Practice at AGMC and getting fair treatment and a fair wage. You should care too. This is your family's livelihood. This is your profession. Consider being a board member, an officer, a grievance rep or just be the one on your unit who knows what's happening with PSNA. Join a committee. These committees shape your nursing practice. They need your voice. Know your contract. Know when something is or isn't a violation of it.

Most of all, work to make nursing a coveted profession. Work towards professional excellence, fair wages, and adequate staffing. Be proactive – Pay attention to what's going on in nursing and lend your voice. Let everyone see what I know.....PSNA nurses are the best there is.

Editor's note: We're very grateful to Barb for her contributions over the years, she will be missed. Thank you, Barb!

Convention News

If you didn't attend the recent ONA convention in Columbus, you missed an opportunity to discuss and debate issues related to the new ONA dues increase. If you remember, delegates to the last ONA convention left without an agreement on a dues increase. We all seemed to agree that the dues increase was needed in order to maintain and increase services offered by ONA, and in some cases, return to services that had been discontinued due to insufficient funds available. We also knew we couldn't expect ONA to continue to provide the same level of quality services with the budget they had. We just couldn't come to a consensus on what form the dues increase would take. Over the past two years, a task force was formed, meetings were held, and dues structure and issues were discussed and hotly debated. The task force was comprised of 34 ONA members representing all levels of nursing, and all areas of the state. Summit and Portage District ONA nurses were well represented - Davina Gosnell, Johanna Edwards, Joyce Powell and Karen Budd. When you read your September/October 2007 convention issue of the Ohio Nurse Review (as I'm sure you all did), you saw the proposed Amendment to the Bylaws for a dues increase. Meetings were held around the state explaining how this proposed change would affect each level of membership. The dues task force heard many different concerns and issues, and as a result, produced a "Bylaws Amendment to the Amendment". This work is what was argued, discussed, debated, and finally voted in by members as our new dues structure.

Now - how does this affect you? We now have a 2-tiered dues structure. As of Jan.1, 2008, Union Members (that's us) who pay full State and National Dues (currently paying \$392.00/yr.) will increase to \$496.00/yr. Sounds like a lot, but it amounts to an approx. increase of \$8.67/mo. or \$4.33 a pay. Non-Union members will see a more moderate increase, but nurses who are represented by ONA in the workplace have been (and will hopefully continue to be) the members who have utilized a greater amount of the ONA budget. So that all our PSNA membership can have the appropriate information about dues, and have ample opportunity to ask questions, we will arrange meetings on the subject. There's a lot more info to share. This Bylaws change has a built-in ability to increase in subsequent years. Many delegates to the convention expressed the hope that having this built-in ability to increase dues would eliminate lengthy argument/discussion/debate sessions related to dues at future conventions, thereby eliminating the likelihood of what happened 2 years ago...convention over...lock the doors...NO DECISION on dues and how to help ONA continue with the business of helping US! We will let you know when we have the meetings arranged. Thanks for your support and understanding.

(Convention News cont.)

I'd also like to encourage you to take the opportunity to participate in this process in the future! Next time you see a notice about being a delegate to the ONA convention, please give it some serious consideration. Your opinions are so valuable and needed. Every ONA member can be a delegate. Delegates receive a stipend from the District, and depending on funds available, also from PSNA. Please don't let consideration about funds stand in your way. This won't come up for another year or so, but when you hear us ask for volunteers, please consider putting your hat in the ring!

Meg Jones - recent Delegate to the ONA convention. (Whew...this was quite a convention!!)

Changes, Changes....

VP/CNO

We'd like to extend a warm welcome to AGMC's new Chief Nursing Officer, Beverly Bokovitz. We look forward to a productive collaboration!

CLEVELAND CLINIC

The recent announcement of our clinical affiliation with the Cleveland Clinic has raised a few questions. Be assured that PSNA's relationship with AGMC has not changed. Our contract continues to be in effect as is.

NEWSLETTER

Do you have opinions? Would you like a platform for expressing them? We are looking for someone who would be interested in contributing a column of trivia/opinion/comments/humor. We'd be happy to assist with the writing, if you'd like. If interested please contact any of the officers.