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#73

# ESREC

2/12

### Concerns: D&P

DE - E+G, Congress on Commission of funding  
apparent to be necessary do not want to be casual membership

PA - worried about picking among @ report  
a clear statement of mission need to know one's ability  
relationships of board - have more access to BOD

### Viewpoint

quite a bit on multi state or other issues  
relationships of board

ND - some concerns of D&P members  
do not support the only member

### Memo - report next to BOD

concerns about the membership in E+G  
relationships of board

### MD - (Robert) mostly agree with

do not accept report in title  
concerns about E+G process in House

DC (Evelyn) says she believes it should be accepted on full ability  
concerns about membership in E+G - concerns about  
the structure - how program would be funded  
Relig start was not to become <sup>part</sup> of Council  
membership, do not want to be called AN

2

budget opportunity in program

1992 program membership 2.5 million (budget)

#73

# ESREC

4/23 Lucille Ball

- Recommendations are duties, duties: not later based
- Report people
- represents a compromise
- Have future process
- represents response to changing times
- See bylaws as mechanical - think of concepts
- mission has not changed
- too long focused on internal message

in style

- see report as
- ordinary commission
- new to level of hopeful expectations

assumptions

- numbers creates change
- looking to be a future constituency
- flexibility needed to shape commission not weight of resistance

Question - what is your choice but what if you can live with

pulling on threads more around  
add new structure to build response to emerging issues

Process of Business Reform

Mission and Purpose interchanged

1 date can maintain appointment

2

Goal of Collective Bargaining

business union is separate out

Contracting problem for any group may challenge  
to give to put ability of their dues money

Learning of substitute of Collective Bargaining

should get less emphasis from BSA

and

I agree change from political action to political education

Organ of Business Practices

currently councils have no ties to each other

many councils will fold many specialty organizations have  
no connection within BSA

Direct management of Councils needed high degree of self-sufficiency  
Councils now have Country seats

will need to look at whether Councils can have vote within

Relationship between

what proportion 6

4 regional 2 staff members

4 regional reform

Councils into Congress

Folding Council issues of redundancy throughout Councils - these threads  
will be interlinked throughout Congress

Down-size House - what would this mean for small states

No cost saving for reduction of House by 10%

? special congress on governmental affairs

office of joint affairs - implement policies of congress

#73

ESREC

AMERICAN NURSES' ASSOCIATION

Constituent Forum  
December 8-9, 1988

Atlanta Ballroom  
Hyatt Regency Hotel  
Kansas City, Missouri

TENTATIVE AGENDA

Wednesday, December 7, 1988  
(7:00 p.m. - 10:00 p.m.)

7:00 p.m. - REGISTRATION  
9:00 p.m.

✓ 9:00 p.m. - Informal Meetings of SNA Presidents  
10:00 p.m.

✓ 9:00 p.m. - Informal Meetings of SNA Executive  
10:00 p.m. Directors

Thursday, December 8, 1988  
(7:00 a.m. - 5:30 p.m.)

7:00 a.m. - Continental Breakfast  
8:00 a.m. Informal Dialogue with ANA President

7:00 a.m. - Continental Breakfast  
8:00 a.m. Informal Dialogue with ANA Executive  
Director

8:00 a.m. REGISTRATION

✓ 8:30 a.m. 1. Call to Order

Mary Beth Strauss  
Chairperson  
Constituent Forum

#73

# ESREC

- 2 -

- |              |  |   |
|--------------|--|---|
| ✓ 8:35 a.m.  | 2. Roll Call   | Paula Massey<br>Secretary<br>Constituent Forum              |
| ✓ 8:45 a.m.  | 3. Review of Agenda  | Mary Beth Strauss<br>Chairperson<br>Constituent Forum       |
| ✓ 8:50 a.m.  | 4. Approval of June 10, 1988<br>Constituent Forum Minutes                                | Paula Massey<br>Secretary<br>Constituent Forum              |
| ✓ 9:00 a.m.  | 5. Report of the Executive<br>Committee<br><i>19.3 State to State Protocol</i>           | Joann Wilcox<br>Vice Chairperson<br>Constituent Forum       |
| ✓ 9:10 a.m.  | 6. Report of the Constituent<br>Forum Representative to the<br>ANA Committee on Finance  | Paula Massey<br>Secretary<br>Constituent Forum              |
| ✓ 9:20 a.m.  | 7. Report of the ANA President   | Lucille A. Joel<br>ANA President                            |
| ✓ 9:50 a.m.  | 8. Report of the ANA Executive<br>Director   | Judith A. Ryan<br>ANA Executive Director                    |
| ✓ 10:00 a.m. | 9. Report of the ANA Treasurer   | Pamela Cipriano<br>ANA Treasurer                            |
| 10:45 a.m.   | <b>BREAK</b>   |   |
| ✓ 11:00 a.m. | 10. Update on Work of the Commission<br>on Organizational Assessment<br>and Renewal      |   |
| ✓ 11:45 a.m. | 11. Rights and Responsibilities of<br>SNAs   | Joann Wilcox<br>Vice Chairperson<br>Constituent Forum       |
| 12:30 p.m.   | <b>LUNCH (ON YOUR OWN)</b>   |   |
| ✓ 1:45 p.m.  | 12. Report of SNA Task Force on<br>Nursing Shortage and RCTs                             | Maribeth Badura<br>President<br>Illinois Nurses Association |
| ✓ 2:30 p.m.  | 13. Control of Practice: Issues<br>Around Those Who Assist in the<br>Practice of Nursing |   |

#73

# ESREC

- 3 -

- 3:30 p.m. ✓ 14. Recent Labor Decisions  
Affecting All Constituents
- 4:15 p.m. **BREAK**
- 4:30 p.m. ✓ 15. Report of SNA Task Force on  
Shared Services
- Sandy Houglan  
President  
Oregon Nurses Association
- 5:30 p.m. **ADJOURNMENT**  
19. *Other Business*

Friday, December 9, 1988  
(8:30 a.m. - 3:00 p.m.)

*1<sup>st</sup> Coffee and Tea Session*

- 8:30 a.m. Announcements
- Mary Beth Strauss  
Chairperson  
Constituent Forum
- ✓ 8:45 a.m. 16. Approval of Statement of  
Understanding Between ANA and  
Constituent Member State Nurses'  
Associations
- 9:15 a.m. 17. "Getting to Yes: Strategies for  
Nursing Practice in the Future"
- 17.1 NCNIP Presentation
- Vivian DeBack  
Project Director  
NCNIP
- 10:00 a.m. **BREAK**
- 10:15 a.m. 17. "Getting to Yes: Strategies for  
Nursing Practice in the Future"
- 17.2 Panel Presentation
- Representatives of:
- Cabinet on Economic  
and General Welfare
- Cabinet on Nursing  
Education
- Cabinet on Nursing  
Practice

#73

# ESREC

## Cabinet on Nursing Services

Moderator:  
Judith Thompson  
Constituent Forum  
Executive Committee

11:15 p.m.

17.3 Question and Answer Session

12-100

12:30 p.m.

LUNCH (ON YOUR OWN)

100-130-Subcommittee

2:45 p.m.

18. Consent Agenda

18.1 AIMS Update

Steve Harrison  
Director  
Information Management

18.2 Report on Model  
Legislation for a  
Nursing Practice Act

Karen O'Connor  
Director  
Division of Nursing  
Practice and Economics

18.3 Liability Insurance Update,  
including Claims Study,  
Data Base, and Promotion  
Campaign

Dave Fellers  
Director  
Division of Business and  
Professional Services

18.4 Report on Final Results of  
SNA AIDS Survey

Jim Galliher  
Senior Research Associate  
Division of Nursing  
Practice and Economics

18.5 Informational Report on  
ANA AIDS Activities

Susan McLoughlin  
Senior Staff Specialist  
Center for Nursing  
Practice

18.6 Summary of Survey on  
Nursing Practice

Irma Lou Hirsch  
Program Manager  
SNA Practice Liaison  
Center for Nursing  
Practice

18.7 Retirement Plan for Nurses

Dave Fellers  
Director  
Division of Business and  
Professional Services

18.8 Legislative Update

Thomas Nickels  
Director  
Congressional and Agency  
Relations



#73

# ESR EC

- 5 -

2:15 p.m.

19. Other Business

- ✓ 19.1 Leadership Development for SNA Presidents and Executive Directors
- ✓ 19.2 Recruitment and Retention
- ✓ 19.3 State to State Protocol

2:45 p.m.

20. New Business

3:00 p.m.

ADJOURNMENT

*Timing and Process of Nominations*



#73

ESREC



**Minnesota Nurses Association**

1255 BANDANA C. VD. RD., SUITE 140  
ST. PAUL, MINNESOTA 55109-5115  
(612) 648-4807

Constituent Forum  
December 8-9, 1988  
Agenda Item #14

November 23, 1988

E & GW Staff  
Members  
American Nurses Association  
2420 Pershing Rd.

*Staff Nurse Caucus*

Dear E & GW Staff

The Staff Nurse Caucus of the 1988 ANA Convention voiced the desire to meet in early 1989 to discuss as a group the organizational implications of the COAR Report and stated options. A meeting has been scheduled for February 25 and 26, 1989 in Orlando, Florida. The purpose of this meeting is to discuss the COAR Report options, determine to the extent possible the impact of the various options and to determine those organizational structure options that would positively impact SNAs with E & GW programs.

The hosting SNAs for the meeting are District of Columbia Nurses Association, Florida Nurses Association, Hawaii Nurses Association and Minnesota Nurses Association. The American Nurses Association E & GW Staff have been invited to attend the Sunday session for the purpose of input and interaction/assistance needed by participants.

In the spirit of continuing to involve staff nurses in policy formulation, it is hoped that you will contact your delegates who are staff nurses and support them in attending this important meeting. "Staff nurses", as within this letter, are nurses who are in or would be eligible to be in a collective bargaining unit. Forwarding this letter and any other future mailings on this matter to your staff nurse delegates to ANA would be appreciated.

The agenda for this meeting, which is being developed by representatives of the Staff Nurse Caucus, will reflect the purpose as stated earlier and will be forwarded to you in the near future.

The meeting, again, will take place in Orlando, Florida, February 25 and 26, 1989, at the Ramada Inn (Orlando Central). It will begin Saturday, February 25, 1989 at 8:00 a.m. and end Sunday, February 26, 1989 at 3:00 p.m. The cost of the hotel is \$45/night (double occupancy). For those nurses outside Florida call 1-800-828-5270, for reservations under I.D. #057.

The results of this meeting will be reported to the Staff Nurse Caucus during the 1989 ANA House of Delegates meeting in Kansas City.

-continue-

#73

ESREC

-2-

In closing, it is hoped that you and your staff nurses will attend as the dialogue and outcome of this meeting will be an important part of the COAR discussion in June, 1989.

Please call Barbara Lumpkin in January of 1989 at the Florida Nurses Association (305) 896-3251 and let her know how many people will be participating from your SNA.

Should you have any questions beforehand please do not hesitate to call one of us at the hosting SNAs.

Warm regards,

Karen Petek, Senior Staff Specialist  
Minnesota Nurses Association

Barbara Lumpkin, Assoc. Executive Director  
Florida Nurses Association

Evelyn Sommers, Executive Director  
District of Columbia Nurses Association

Nancy McGuekin-Smith, Associate Director  
Collective Bargaining  
Hawaii Nurses Association

cc: Lucille Joel, President, ANA  
Judith Ryan, Executive Director, ANA  
ANA, E & GW Cabinet  
ANA, E & GW Staff

MNA:dmb

#73

ESREC

Constituent Forum  
December 8-9, 1988  
Agenda Item 19.3

*Added*

State to State Protocol  
The Constituent Forum Executive Committee recommends  
the following motion for adoption:

*→ off-site including*

SNA presidents and executive directors who are invited to speak, consult, or otherwise appear in a state other than their own, will communicate with the SNA headquarters in advance concerning the appearance.

*... who travel to a state*

~~... who travel to a state~~

*ASA elected and appointed officers and staff who travel to a state on ASA business*

*To accept an invitation extended by an organization other than the ASA will communicate to the ASA headquarters in advance of the appearance*



#73

ESREC

January 17, 1989

Lucille Jeel  
President  
American Nurses' Association  
2420 Pershing Road  
Kansas City, Missouri 64108

Dear President Jeel:

I am writing on behalf of the Eastern Seaboard Region Executive Committee who met prior to the Constitutional Forum meeting in December, 1988. At that meeting, there was much discussion regarding the need for our national association to develop a plan with the goal to increase the number of staff nurse participants in elected and appointed positions within ANA. It was recognized by our group that this issue has surfaced and resurfaced and resurfaced...and the fact that we still have so few staff nurses represented at the national level is testimony that little has been done to solve the problem.

I want to make it clear that the thrust of our group's discussion was not one of placing blame on the American Nurses' Association. Rather, it was recognized that the issue begins within the state nurses associations in preparing individuals to accept responsibilities at the national level. Additionally, it was the agreement of our group that we do not desire to see people elected or appointed merely because they are staff nurses, but because they have the prerequisite knowledge and experience within the organization to provide valuable contributions. We are mindful that it is through good representation that our organization remains viable.

We request that you place this issue on the agenda of a future Board meeting and we invite the opportunity to participate as state nurses associations in developing solutions to this problem. Several states have already initiated formal programs to assist staff nurses while others indicated that they would seek assistance if it were provided.

If you have questions regarding our request, please do not hesitate to contact us.

Sincerely,

Elizabeth Cathcart, RN., M.P.H., IAHM  
President

EC1168R:ub  
LTI88R1/TXTA

cc: All ESREC State Nurses Associations

MINUTES OF THE MEETING  
OF THE  
EASTERN SEABOARD REGIONAL EXECUTIVE COMMITTEE  
HYATT REGENCY HOTEL  
KANSAS CITY, MISSOURI  
December 7, 1988

ROLL CALL

The following individuals attended the meeting representing their respective states:

Jacqueline Moore, President, Delaware Nurses' Association  
Valerie Gonzales, President, District of Columbia Nurses' Association  
Evelyn Sommers, Executive Director, District of Columbia Nurses' Association  
Ann Sassong, President, Maine State Nurses' Association  
Anna Gilmore, Executive Director, Maine State Nurses' Association  
Robin Platts, Executive Director, Maryland Nurses Association, Inc.  
Marie Snyder, President, Massachusetts Nurses Association  
Anne Hargreaves, Executive Director, Massachusetts Nurses Association  
Linda R. Cronenwett, President, New Hampshire Nurses' Association  
Theresa Bonanno, Executive Director, New Hampshire Nurses' Association  
Jean Marshall, President, New Jersey State Nurses Association  
Barbara Wright, Executive Director, New Jersey State Nurses Association  
Juanita Hunter, President, New York State Nurses Association  
Martha Orr, Executive Director, New York State Nurses Association  
Elizabeth Cathcart, President, Pennsylvania Nurses Association  
David Ranck, Executive Administrator, Pennsylvania Nurses Association  
Sylvia Weber, President, Rhode Island State Nurses' Association  
Judy Sheehan, Executive Director, Rhode Island State Nurses' Association  
Margaret Luce, President, Vermont State Nurses' Association, Inc.

#73

# ESREC

- 2 -

Hollace Reed, Executive Director, Vermont State Nurses' Association, Inc.

## MINUTES OF PREVIOUS MEETING

Minutes of the previous meeting were adopted by consensus with no changes.

## TREASURER'S REPORT

The Treasurer reported that as of September 29, 1988 there was a balance of \$976.44, with no outstanding dues owed to the group.

## DUES FOR 1989

On a motion by Jean Marshall, seconded by Anne Hargreaves, the dues were established for \$30.00 for 1989. The motion was carried unanimously.

## APRIL MEETING

Beth Cathcart announced that the next meeting of ESREC would be conducted in Philadelphia, Pennsylvania, on April 20-21, 1989. The meeting will begin at 1:00 p.m. on April 20 and conclude at 1:00 p.m. on April 21.

## COAR REPORT

David Ranck provided the group with a brief report on the COAR process to date and indicated that the constituent states would receive a more comprehensive report at the Constituent Forum.

## MEMBERSHIP ISSUE

Dr. Juanita Hunter informed the group that the New York State Nurses Association would take a "wait and see mode" in regards to the membership issue. She said that they would carefully study the COAR report and look at its implications to the original issue raised by New York.

It was agreed by the group that the majority of meeting time in April would be devoted to the discussion of the COAR report and subsequent bylaws amendments.

- 3 -

## RCTs

Several state nurses associations provided information as to activities within their states directed toward the RCT issue. It was noted that the regional conference call provided no evidence of identifiable projects within the ESREC region. It was also noted that there were no state medical societies moving on the issue and that, in fact, four medical societies have taken a position to oppose it.

There was much discussion regarding other health care providers and their control/supervision by professional nurses. This discussion was informational in nature and resulted in no action.

## ANA DUES INCREASE

It was agreed by consensus that ESREC would attempt to provide a leadership role for the dues increase by their activities within the Constituent Forum. It was agreed that leadership needed to be provided by the Constituent Forum so that the issue would not result in lengthy, unnecessary debate at the annual meeting.

An informal polling of the ESREC group indicated that there was no support for a \$30.00 dues increase. There were also questions raised as to the implications of the COAR report and the subsequent request for a dues increase.

## ECONOMIC AND GENERAL WELFARE

Evelyn Sommers, District of Columbia Nurses' Association, explained the situation involving a group of nurses in the state of Virginia who have requested consultation and support for organizing purposes. Ms. Sommers indicated that there is a possibility that the Virginia Nurses Association would bring this issue to the Constituent Forum because of their status as a "right to work" state. Ms. Sommers was requesting support from the Eastern Seaboard Regional Executive Committee in the event that the Virginia Nurses Association chose to discuss it within the Constituent Forum.

There was subsequent discussion regarding the Economic and General Welfare Programs in other state nurses associations within the ESREC region. Additionally, there was discussion regarding the American Nurses'

#73

ESREC

- 4 -

Association's role in setting forth guidelines to arbitrate disputes across state lines on the issue of organizing nurses.

By consensus, ESREC agreed that they would support the District of Columbia Nurses' Association in discussions involving the group of nurses from Virginia.

Anne Hargreaves indicated that we have a need for data regarding how many nurses we are losing to other unions. It was her belief that the loss of nurses to other unions is one of the most significant issues that we need to address in regard to collective bargaining.

Martha Orr, New York State Nurses Association, introduced the discussion on the Beck Decision and explained that the decision extends the definition for agency fees to cover other services in the association that cannot be charged for within the whole fee. The implications of the Beck Decision are broad yet very specific. As of this date, we have not received adequate help from the American Nurses' Association in discerning directions for the future.

Ms. Orr also announced that the New York State Nurses Association was successful in defeating PFT in both decertification attempts within their state.

Barbara Wright, New Jersey State Nurses Association, announced that NJSNA has just ratified their first contract within their new Economic and General Welfare Program. Additionally, New Jersey has added a Cabinet on Economic and General Welfare within the organizational structure.

#### PRESIDENTIAL ENDORSEMENT

There was much discussion regarding the selection process used by the ANA PAC Board for the presidential endorsement. Issues raised, included the timing of the endorsement, "goals" that we may not have been aware of, the manner in which local nurses utilized the endorsement process, and in general, what the political benefits were of endorsing a presidential candidate. It was indicated that other regional groups would likewise be discussing this issue.

While no decisions were reached concerning this issue, several state nurses associations indicated that they were re-evaluating their original position on the presidential endorsement and would be further raising the issue in future meetings of the American Nurses' Association.

- 5 -

#### MEMBERSHIP DRIVES

The Delaware Nurses' Association inquired as to what other state nurses associations were doing to increase members. Examples were given by several SNAs. It was indicated that should Delaware require further consultation that they could seek such from individual states.

#### OFFICIAL ANA VISITS

There was much discussion regarding the policy for visitation of ANA and SNA officials within other SNAs. It was noted that this issue would be brought before the Constituent Forum.

#### STAFF NURSE PARTICIPATION

There was much discussion regarding staff nurse involvement within the American Nurses' Association. Dr. Hunter indicated that she believed that we do not prepare nurses adequately within the state nurses associations and, in fact, the problem transcended the whole organization. Marie Snyder, Massachusetts Nurses Association, indicated that there is a strong need for leadership development, both within the SNAs and the American Nurses' Association. Evelyn Sommers indicated that we had been asking for changes within the American Nurses' Association for years to assist with eliminating the problem. Specifically, we have requested that the length of conventions and business meetings be examined to see if they could be shortened. Following discussion, it was agreed by consensus that a letter from the Eastern Seaboard Executive Committee should be sent to ANA requesting formal re-examination of this issue.

#### ANA MOVE TO WASHINGTON

Evelyn Sommers, District of Columbia Nurses' Association, requested input from the Eastern Seaboard Regional Executive Committee as to the location for the Washington, D.C. office. It was generally agreed that the office should be within the boundaries of Washington, D.C.

#73

ESREC

- 6 -

ADJOURNMENT

There being no further business, the meeting was adjourned.

Recorded by,

David R. Ranck, R.N., M. Ed.  
Executive Administrator  
Pennsylvania Nurses Association

DRR:cab  
MNDRL/TXT4  
January 17, 1989

ESREC MEETING,  
April 20-21, 1989

Members who will attend from your SEA  
Members who will require dinner accommodations for the evening  
of April 20

NAME

SEA

DRR:cab  
PC1/TXT4  
January 13, 1989



#73

ESREC

**American Nurses' Association, Inc.**

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Margaret M. Styles, Ed.D., R.N., FAAN  
*President*

Judith A. Ryan, Ph.D., R.N.  
*Executive Director*



Washington Office  
1101 17th Street, N.W.  
Suite 200  
Washington, D.C. 20036  
(202) 638-9800

TO: SNA Presidents  
SNA Executive Directors

FROM: Barbara Blakeney, R.N.  
Chairperson *BB*  
Committee on Bylaws

DATE: April 22, 1988

RE: ANA Committee on Bylaws Opinion on Provision of Economic and General  
Welfare Services by an SNA to Nurses Within a Geographic Area Served  
by Another SNA

---

Please find attached for your information the ANA Committee on Bylaws response to the Cabinet on Economic and General Welfare's request for interpretation on provision of economic and general welfare services by an SNA to nurses within a geographic area served by another SNA.

This opinion was shared with the ANA Board of Directors at its April 7-9, 1988 meeting through the committee's report to the board.

The ANA Board of Directors and the Constituent Forum Executive Committee both agreed through separate discussions that this issue should be discussed at the Constituent Forum's June 1988 meeting.

BB:MM:dp

Attachment

ibm8401-77

#73

ESREC

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-3720



Virginia B. Smith, R.N., FAAN  
President

John A. Ryan, Ph.D., FAAN  
Executive Director

TO: Mary Foley, B.S.N., R.N.  
Chairperson  
Cabinet on Economic and General Welfare

FROM: Barbara Blakeney, R.N., FAAN  
Chairperson  
Committee on Bylaws

DATE: March 31, 1988

RE: Response to Request for Interpretation and Response to the Cabinet's  
Following Questions:  
o Would SNA B's efforts to provide services to nurses within SNA  
A's territory, over A's objection, be a violation of the bylaws?  
o If it is not a violation, what procedure would the Bylaws  
Committee recommend for resolving the disputes between  
constituents related to these facts?

In response to the Cabinet on Economic and General Welfare's request for interpretation, dated December 17, 1987, the ANA Committee on Bylaws concluded that an SNA which chooses not to offer a collective bargaining program for nurses shall not assume positions that would undermine its members' ability to access the collective bargaining program of another SNA. The full text of the opinion follows:

Article I, Section 3k of the ANA Bylaws, as amended June 8, 1987, states that one of the functions of ANA shall be to "ensure a collective bargaining program for nurses."

Article II, Section 2b of the ANA Bylaws, as amended June 8, 1987, states that one of the qualifications of a constituent state nurses' association is to have purposes and functions congruent with those of the American Nurses' Association.

In October 1983 the ANA Committee on Bylaws interpreted the term "ensure" in Article I, Section 3k as permissive in that Article II, Section 2b does not require SNAs to establish a collective bargaining program to be in compliance with the ANA Bylaws but SNAs "shall not assume positions that undermine ANA's ability to ensure a collective bargaining program for nurses." In March 1988, the ANA Committee on Bylaws elaborated upon its 1983 interpretation. The committee noted that by policy and practice ANA does not represent

#73

ESREC

- 3 -

individual registered nurses for the purposes of collective bargaining and that this activity is carried out by the state nurses' associations. The committee reasoned that ANA, therefore, can only ensure a collective bargaining program for nurses through constituent state nurses' associations. Although SNAs are not required to establish a collective bargaining program to comply with the ANA Bylaws, SNAs cannot assume positions that undermine ANA's ability to ensure a collective bargaining program for nurses. Therefore, an SNA which chooses not to offer a collective bargaining program for nurses shall not assume positions that would undermine its members' ability to access the collective bargaining program of another SNA.

In reaching this conclusion, the ANA Committee on Bylaws examined Article II, Section 2d of the ANA Bylaws which states, "A constituent SNA is an association that serves a geographic area such as a state, territory, or possession of the United States where there is no other recognized constituent SNA." The committee acknowledged that the sovereignty of state boundaries is clearly addressed in the ANA Bylaws. However, the committee concluded that the fulfillment of the functions of ANA as outlined in the ANA Bylaws supercede any issue or claim to matters of geography.

In response to another inquiry from the Cabinet on Economic and General Welfare, the committee advised that no formalized mechanism exists for the resolution of disputes between constituent SNAs. It is highly desirable for SNAs to work together to meet the needs of members including working across state boundaries to do so.

The ANA Committee on Bylaws recognized the controversy its interpretation may engender. The committee will identify the issue to ANA's Commission on Organizational Assessment and Renewal in order that it might be discussed in concert with other items dealing with the structure of ANA.

Thank you for bringing this matter to the attention of the Committee on Bylaws. If you have questions regarding the committee's opinion, please do not hesitate to call Linda J. Shinn, M.B.A., R.N., deputy executive director, at ANA headquarters, or me.

BB:LS:MK:dp

cc: Larry MacLachlan, Labor Counsel, Center for Labor Relations, Economic and Social Policy  
Julie Fry Gibson, J.D., R.N., director, Center for Labor Relations, Economic and Social Policy  
Jane Johns, coordinator, Center for Labor Relations, Economic and Social Policy

nm8304-80

#73

ESREC

MAY 20 1988

Marilyn Goldwater, R.N.  
Director



OFFICE OF FEDERAL RELATIONS  
DEPARTMENT OF HEALTH AND MENTAL HYGIENE  
201 WEST PRESTON STREET • BALTIMORE, MARYLAND 21201

William Donald Schaefer  
Governor

Adele Witzack R.N., M.S.  
Secretary

May 12, 1988

Ms. Jean R. Marshall  
President  
New Jersey State Nurses' Association  
320 West State Street  
Trenton, New Jersey 08618

Dear Jean:

I received your letter of May 4 and was dismayed to learn of your perception that the Maryland Nurses' Association was being omitted in the active participation and sponsorship of the Invitational Conference.

Your letter states, "...the Invitational Conference to address the implementation of the Crisis in Nursing Task Force..." and you further state, "...other groups to be involved in implementation strategies..." In addition, it appears from your letter that you perceive that I head the implementation of the Crisis in Nursing Task Force. First, let me clarify my role. To avoid having the Task Force Report sit on a shelf, the Task Force recommended that the "Secretary of the Department of Health and Mental Hygiene establish a mechanism to monitor the status of nursing in Maryland." The Secretary, with the Governor's approval, appointed me. My role is to identify current efforts underway to address the nursing shortage; bring all the players together and encourage them to cooperate with each other to resolve the shortage; determine what if any state legislative or budget actions are necessary; report to the Governor and the Secretary every two weeks on what progress is being made. In short, my responsibility is to coordinate and facilitate efforts where appropriate - not to implement.

Second, let me clarify that the Invitational Workshop is designed to initiate the cooperative effort of the organizations and agencies that need to be involved in order to help resolve the nursing shortage. The purpose is to identify the efforts that are currently underway and share information on available resources. I hope that this direct interaction will create the dynamic energy, commitment and cooperation that is necessary to achieve implementation of the recommendations of the Task Force. Again, my role is that of a coordinator and facilitator and therefore, the Workshop is not designed to develop or implement strategies.

Ms. Jean R. Marshall

President

New Jersey State Nurses' Association

The Invitational Conference is the most efficient way of pulling together the participants to find out what efforts are underway to address the shortage of nurses for me to keep the Governor and Secretary current. The representatives of Maryland Schools of Nursing and the Maryland Hospital Association for Nursing were willing to provide fiscal assistance and they were listed as sponsors. Kathy White and Robin Platts were invited and notified of this and neither expressed concern. In addition, no offer was made nor was there even a suggestion that the Maryland Nurses' Association wanted to sponsor the Conference in any way.

The Maryland Nurses' Association is well represented at the Conference. Officially and unofficially. They are participants in all the breakout sessions and Kathy White is a facilitator for one of the sessions.

A report of the Conference will be prepared by myself, Dr. Turkeltaub, and the facilitators who are: Dr. Barbara Heller, Donna Dorsey, Sandra Langer, Kathy White, and Shirley Bederman. I will continue to carry out my responsibility of monitoring the status of nursing in Maryland through a variety of strategies and report to the Governor and the Secretary. I believe my record of contributions to strengthening the role of professional nursing as well as my commitment to the Association speaks for itself and invites confidence in me from the nursing community.

I hope that this letter helps to clarify your perceptions of the issue.

Sincerely,

Marilyn Goldwater, P.N.  
Director  
Office of Federal Relations

With

Dr. Margretta Styles, AMA President  
AMA Board Members  
ESREC Presidents and Executive Directors

#73

ESREC

Minutes for

Eastern Seaboard Regional Executive Council

Date: April 28-29, 1988

Presiding: New Jersey State Nurses' Association President Jean Marshall R.N.

Site: Princeton, New Jersey

Members Present: Lynn Hardee(VT), Phyllis Healy(MN), Anne Hargreaves, Marie Snyder(MA), Jean Marshall, Barbara Wright(NJ), Juanita Hunter, Martha Orr(NY), Judy Sheehan(RI), Beth Cathcart, David Ranck(PA), Evelyn Sommers, Dottie Hararas(DC), Kathleen White, Robin Platts(MD), Petrina Smith, Margaret Parsons(DEL).

Call to Order: Jean Marshall-President NJSNA at 1:10pm on April 28, 1988.

Agenda: Adopted with additions

Minutes from November 17, 1987 meeting were approved.

Treasurers Report: Called in from New Hampshire Nurses' Association because they were not in attendance. Balance forward \$1350.62

4.1 NJSNA did not support the amendments to the election procedure presented at the Constituent Forum because there was no discussion.

4.2 Slate of Candidates for Constituent Forum were presented. ESREC states are encouraged to support our region's candidates.

4.3 Reviewed document entitled: "Statement of Understanding Between ANA and SNA's." Discussion centered on: dual payment system for Central Billing, even if an SNA does not use the system, what are the implications for small SNA's if ANA discontinues services or non-central billing states don't pay a share of cost? Larger SNA's are willing to provide billing services to small SNA's.

Will ask (Beth Cathcart representing ESREC) Constituent Forum to request ANA to look at modifications for current system for downgrading purposes. ANA needs to explore how many SNA's are going off Central Billing and their time frame.

Concern raised that there are many services listed in the Business Plan document that are not currently being provided or not being provided very well.

(OVER)

#73

# ESREC

Other items: believe the Executive Director workshop should be funded by ANA, competition between ANA and SNA's for non-dues income, purchasing services from SNA's rather than ANA if cost effective.

4.4 Discussion on whether SNA's should provide Collective Bargaining services within another SNA's boundaries if the resident SNA does not do this activity.

Other bylaws question: can this committee act as a gatekeeper?

5.1 PA and NY developed a position paper, will sponsor a forum at the convention and have a booth (with CONN and S. Dakota) to answer questions.

5.2 David Ranck serves as a member of Commission on Organizational Assessment (COAR). Discussion among the members about the future power of the specialty groups. SNA's are encouraged to have a member of COAR make a presentation at their conventions.

5.3 Notice of ANA dues increase for 1989.

5.4 Questions raised on how often the Constituent Forum meet and how will it be funded? Constituent Forum or Assembly will need more power if the House meets biannually.

5.5 no discussion

5.6 ESREC states are encouraged to support our regional candidates. ANA is comprised of 55% staff nurses and Malinda Carter is the only staff nurse on the national ballot. Discussion about the timing of the ANA convention and the length. More convenient for educators and not staff nurses. We must begin to develop strategies for moving staff nurses into elected positions.

5.7 ANA Awards - most awardees are ESREC state members.

5.8 MASS. looking for volunteers from ESREC states to help plan the 1990 ANA convention in Boston.

6.1 NYSNA has submitted a resolution for the convention to have credentialing to remain a part of ANA, re-affirming the House's 1983 decision.

7.1 Letter sent to Ginna Betts, Chair of the Constituent Forum with copies to ANA Board and President regarding when an ANA officer, Board member or staff person visits an SNA that SNA needs to be notified. Request that this issue be placed on the Constituent Forum agenda.

7.2 Each SNA presented what activities were being undertaken in their State to address the nursing shortage. Dottie Hararas will

represent ESREC at a meeting in Washington, D.C. on May 5, 1988 to address the AMA proposal of two levels of technicians called "Registered Care Technicians and RCT Advanced". Beth Cathcart, Judy Sheehan, and Anne Hargreaves will draft an emergency resolution from ESREC about this issue.

ESREC also sent a letter to Marilyn Goldwater re: Invitational Conference to address the Nursing Shortage and encouraging her to have the Md. Nurses' Assoc. be more actively involved.

7.3 SNA's presented information about what their state was doing to address the issue of AIDS.

7.4 MASS. Nurses' have supported the titling RNA and RNP. Discussion about the LPN role in each state.

8.1 Discussed under item 4.3

8.2 " " " "

9.0 Liability insurance is now offered to non-members.

ADJOURNMENT NOON

\*\*\*\*\* NEXT ESREC MEETING WILL BE HELD AT 5:30PM ON JUNE 9, 1988 IN THE NEW JERSEY NURSES' ASSOCIATION'S SUITE IN THE GALT HOUSE.\*\*\*\*\*

ESREC HOTELS/LOUISVILLE: NYSNA-SEELBACH, RHODE ISLAND-GALT HOUSE, PENNA.-HYATT, DCNA-GALT HOUSE, MD.-HYATT, NJSNA-GALT.



#73

ESREC

ABSTRACTS OF PREVIOUS ESREC MEETINGS

In general, all ESREC meetings have featured a state-by-state review of significant state issues and activities and discussion of matters under consideration by the American Nurses' Association. These abstracts do not include these topics, nor has any attempt been made to be exhaustive in the review of agenda topics. Topics are listed in outline forms except where an explanation is required.

April 1973, Boston

A guest legislator discussed national legislative initiatives affecting health care. ESREC members sent a telegram of opposition to a bill to abolish mandatory licensure for nurses in Mass. Promotion of membership was discussed.

November 1973, Providence

- ..regionalization of ANA
- ..services of ANA to SNAs
- ..ANA support to SNAs in relationship to the proposed health care amendments of the Taft-Hartley Act

May 1974, Albany

- ..proposal for the protection of the multipurpose nature of the professional nursing organization
- ..accreditation of nursing education

November 1974, Kansas City

- ..proposed changes in ANA structure to allow SNA and individual membership options
- ..rights of directors of nursing services to maintain ANA membership

April 1975, Burlington

- ..diminished ANA field services to SNAs
- ..direct membership at state and national levels of ANA

July 1975, Delaware

- ..salaried ANA president
- ..functions and purposes of ANA advisory council
- ..ESREC proposed resolution to the advisory council regarding the rights of nursing service administrators

November 1975, Wilmington, Delaware

- ..ESREC requested ANA to hold a special hearing for SNA delegates regarding ANA document on accreditation
- ..NLRB rulings re supervisory domination

April 1976

- ..WICHE project
- ..proposed elimination of DHEW positions for nurse consultants in regional offices

June 1976, Atlantic City, New Jersey

- ..ESREC proposed proposal for proportional representation of delegates to the ANA House
- ..struggle of nurse managers to remain members of ANA

September 1976, New Hampshire

- ..NLRB rulings since Sierra Vista
- ..mechanism of handling ANA resolutions
- ..problems of directors of nursing re membership in ANA

April 1977, Red Bank, New Jersey

- ..direct SNA membership
- ..campaign funding for ANA offices
- ..ANA accreditation of nursing services

June 1977

ESREC representatives of continuing education programs met

September 1977, New York

- ..self-designed continuing education
- ..ANA accreditation of nursing services

April 1978, Rhode Island

- ..support for direct SNA membership option
- ..NLRB decision (Ann Arundel)
- ..entry into practice proposals
- ..Council of State Boards move toward independence



#73

# ESREC

September 1979, New Hampshire

- ..entry into practice
- ..security of State Board examinations
- ..physicians' assistants
- ..ANA consideration of separation of collective bargaining from SNA structures
- ..federation model
- ..national joint practice commission

November 1979

ESREC Executive Directors met to discuss possibilities of regional cooperation

May 1980, Vermont

- ..discussion of ANA convention resolutions

September 1980, Maine

- ..entry into practice
- ..third party reimbursement of nursing services
- ..purposes and objectives of ESREC

March 1981, Kansas City

ESREC executive directors met

- ..regional collaboration
- ..SNA administrative and program operations
- ..Tri-state grant request

May 1981, Wilmington, Delaware

- ..adopted philosophy and objectives of ESREC
- ..proposed federation of eastern states nurses associations
- ..regional coordination of activities
- ..ANA task force on credentialing

September 1981, Kansas City

- ..reviewed status of sunset laws
- ..tri-state economic and general welfare project
- ..Eastern Seaboard Regional Resource Center project

May 1982, Princeton, New Jersey

- ..ANA dues increase
- ..entry into practice legislation
- ..Tri-state critical assistance grant

1982 - work

September 1982, Boston

- ..Academy of Nursing
- ..ANA priority setting survey
- ..Constituent Forum agenda

February 1983, Kansas City

- ..SNA functions under the federation model
- ..relationships between elected officials and SNA staff
- ..dues collection and disbursement

August 1983, Kansas City

- ..relationships between ANA and SNAs
- ..ESREC "transition team"

December 1983

ESREC Transition Team met

February 1984, Pennsylvania

- ..ANA councils
- ..ANA information management system
- ..non-nurse executive directors

September 1984, Newport, Rhode Island

- ..entry into practice
- ..ANA board action

July 1985, Kansas City

- ..proposed ANA bylaw changes in size of House of Delegates, regional election of members of the ANA Board of Directors, etc.
- ..North Shore NLRB decision
- ..entry into practice projects

December 1985, Kansas City

- ..North Shore NLRB decision
- ..future membership in the SNAs
- ..representation at the Constituent Forum

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4/86

#73

ESREC



609-392-4884

New Jersey State Nurses Association

Jean R. Marshall, R.N.  
President  
Barbara W. Wright, R.N.  
Executive Director

EASTERN SEABOARD REGIONAL EXECUTIVE COUNCIL  
AGENDA FOR APRIL 28-29, 1988 MEETING

Thursday, April 28, 1988 1 PM - 5 PM

- 1.0 CALL TO ORDER - ROLL CALL AND INTRODUCTIONS
- 2.0 SCHEDULE JUNE MEETING DATE, TIME AND HOST STATE (SECRETARY)
- 3.0 REVIEW AGENDA
  - 3.1 Summary of November 17, 1988
  - 3.2 Treasurer's Report - New Hampshire
- 4.0 CONSTITUENT FORUM
  - 4.1 Election Procedures and Nomination Criteria Amended
  - 4.2 Elections - Nominations submitted
    - \* Support for ESREC or other candidates
  - 4.3 Statement of Understanding Between ANA and SNAs
  - 4.4 ANA Comm. on Bylaws - Re E&GW Services by another SNA
- 5.0 ANA HOUSE OF DELEGATES
  - 5.1 Future Member Issue
    - \* Update from New York and Pennsylvania
    - \* National Federation of Specialty Nursing Org. - Incorporation
  - 5.2 Commission on Organizational Assessment and Renewal
    - \* Request Meeting with Dr. Styles, Chair
  - 5.3 Budget and Proposed Dues Increase
  - 5.4 Bylaws Amendments - Constituent Forum
  - 5.5 Strategies for Handling Business
  - 5.6 Support for ESREC Candidates
- 6.0 ANA CREDENTIALING ACTIVITIES - PROPOSAL FOR SEPARATION
  - 6.1 ANA Certification



609-392-4884

New Jersey State Nurses Association

Jean R. Marshall, R.N.  
President  
Barbara W. Wright, R.N.  
Executive Director

Friday, April 29, 1988, 7:30 AM (Continental Breakfast); 8:30 AM

- 7.0 STATE NURSES ASSOCIATION ISSUES
  - 7.1 Professional Economic and General Welfare Issues (See 4.4)
  - 7.2 Nursing Shortage
    - \* Strategies to Resolve
    - \* Legislation
    - \* Foreign nurses immigration issues and visa expiration  
Legislation introduced in House of Rep.
    - \* AMA proposal to introduce health care technologists-  
ESREC Representative requested by ANA to attend summit meeting  
on May 5, 1988 1-6PM, Wash., DC
  - 7.3 AIDS Activities
    - \* Legislation
    - \* Education
  - 7.4 Licensure
    - \* Entry
    - \* LPN Role Expansion by Regulation
    - \* Hemodialysis Technicians
  - 7.0 Other SNA issues
- 8.0 ANA'S INFORMATION MANAGEMENT SYSTEM
  - 8.1 \* Revelation
  - 8.2 \* Membership and Billing Systems
- 9.0 OTHER

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ESREC

PHILOSOPHY, PURPOSES AND OPERATIONS OF  
EASTERN SEABOARD REGIONAL EXECUTIVE CONFERENCE

Composition

The Eastern Seaboard Regional Executive Conference (ESREC) consists of Presidents and Executive Directors or their designated representatives of these New England and northern seaboard state nurses associations:

Connecticut	Maryland	New York
Delaware	Massachusetts	Pennsylvania
District of Columbia	New Hampshire	Rhode Island
Maine	New Jersey	Vermont

Philosophy

Throughout the region individual state nurses associations have the common missions of advancement of the nursing profession and protection of the public. Despite variations in size and certain other characteristics, these state nurses associations confront common issues and experience common problems. ESREC is a voluntary coalition of state nurses association leadership representatives formed to protect and enhance corporate autonomy of the involved SNAs. It provides the opportunity for leadership representatives to develop understanding of each other personally, socially and professionally and thus promotes collegiality, cohesiveness and cooperation. It is a regional forum for the promotion and protection of the role of nursing and the professional nursing association.

Purposes

- 1) Share resources, experience and expertise for the operation of SNA programs and activities;
- 2) Analyze issues affecting the nursing profession and the professional nursing association;
- 3) Facilitate and, when appropriate, coordinate cooperative SNA planning and activity within the region;
- 4) Seek a unified approach in matters coming before the ANA House of Delegates;
- 5) Seek support for candidates for ANA office.

General Meeting Schedule

Two or three times annually in executive session.

Membership Fee

The annual membership fee for each SNA is \$30.00, payable by October 1 for the upcoming year. Fees may be waived in the event they constitute an undue hardship on any SNA. Fees may be used to reimburse travel expenses of SNA representatives who would otherwise be unable to attend meetings. Waiver of fees shall be authorized by a majority of ESREC representatives. Use of fees for travel reimbursement for any SNA may be authorized by the SNA responsible for accounting and the host SNA of any given meeting. Requests for travel expense reimbursement should be submitted one month in advance of the meeting unless circumstances preclude this.

-2-

Structure

There is no formal structure. Each SNA acts as host for meetings on a rotating basis. At each meeting the President of the host SNA presides. Non-ESREC members may be invited or may request time on the agenda through the host state.

Host SNA Responsibilities

Generally, these include: coordinating site arrangements including designation of hotel meeting room and provision for group dining for those who desire it; preparation and distribution of meeting notice and agenda; presiding. Recording, preparation and distribution of meeting minutes are the responsibility of the subsequent host state nurses association.

Accounting

Maintenance of the checking account and responsibility for bookkeeping shall be the responsibilities of the designated SNA.

CAW/wmb  
9/15/81

Revised  
MLO/lm  
2/86