Membership Forum; Series II; File 113

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President Ellen Burns: Opening Remarks

On behalf of the Board of Directors, I am pleased to welcome you to this open forum. This meeting completes a series of 23 such forums which have been held throughout the state in the past two months. The purpose of the forums was to provide the members of NYSNA information concerning the recommendation of the Board that this Voting Body consider a proposal to withdraw NYSNA from constituent membership in the American Nurses Association. You may wish to consult your NYSNA bylaws, page 14, Article XVIII, for an explanation of NYSNA's constituent membership in ANA.

The plan for this forum is as follows: First, the specific actions which will be brought before the Voting Body for its deliberation and vote will be briefly reviewed by the Secretary, Maggie Jacobs. Then, I will make a statement concerning the Board's rationale for the proposals. President-elect Juanita Hunter, Vice-President Sandra Mazze, and Treasurer Rita Wieczorek will then summarize some aspects of the Board's analysis of the possible consequences of withdrawing from ANA.

Following these presentations, the President of the American Nurses Association, Dr. Margretta Styles, has been invited by the Board to speak with you concerning the ANA Board's perspectives on this issue. I will conclude the presentation portion of this forum and will moderate the discussion period following.

You have received in your registration packets a handout which we hope will facilitate the discussion. The handout, printed on green paper, is titled "Analysis of the Impact of Withdrawal from ANA on NYSNA: The Organization, Individual Members, Programs and Services." Contained in the handout are the actual bylaw amendments adopted by the ANA House of Delegates last June, the NYSNA Board's proposed amendments of our bylaws and the accompanying resolution, a fact sheet related to NYSNA's membership in ANA, and a series of questions and answers concerning the projected impacts of NYSNA withdrawal. I hope that each of you has taken the opportunity to review this information. It will be helpful for you to use the handout during the presentations and discussion.

Our hope is that you will utilize this forum to obtain additional information, to raise any questions you may have, and to seek clarification of any issues in order to prepare for the vote on this proposal. This forum is informational. Debate will take place at the Voting Body on Saturday at 11:00 AM. This approach will ensure that there will be ample opportunity for a substantive debate of the issue in the Voting Body without utilizing the Voting Body's limited time for an exchange of information. Since this forum is an informational program, there will be no formal record of the proceedings. There will be a question and answer period following the presentations this morning.

I'll now ask the Secretary, Maggie Jacobs, to begin.
SECRETARY MAGGIE JACOBS: PRESENTATION OF THE ACTIONS REQUESTED

TOMORROW, THE VOTING BODY WILL FIRST BE ASKED TO CONSIDER THREE PROPOSED AMENDMENTS TO THE NYSNA BYLAWS. THE PROPOSED BYLAWS WILL BE PLACED BEFORE THE VOTING BODY AS A GROUP; THAT IS, THEY WILL BE VOTED UPON AS A SINGLE PACKAGE RATHER THAN INDIVIDUALLY. YOU WILL FIND THE PROPOSED AMENDMENTS ON PAGE 2 OF YOUR HANDOUT.

THE FIRST AND SECOND PROPOSED AMENDMENTS HAVE THE EFFECT OF DELETING REFERENCES TO THE NOMINATION AND ELECTION OF DELEGATES AND ALTERNATES TO THE ANA HOUSE OF DELEGATES. THE THIRD PROPOSED AMENDMENT DELETES THE ENTIRE SECTION OF NYSNA BYLAWS WHICH PERTAINS TO NYSNA’S ORGANIZATIONAL MEMBERSHIP IN THE ANA. IF ADOPTED BY THE VOTING BODY, THE EFFECT OF THE AMENDMENTS WOULD BE THE ELIMINATION OF ANY BYLAWS REQUIREMENTS PERTAINING TO NYSNA MEMBERSHIP IN THE ANA.

A TWO-THIRDS AFFIRMATIVE VOTE OF THOSE NYSNA MEMBERS PRESENT AND VOTING ON THIS ISSUE WILL BE REQUIRED TO ADOPT THESE AMENDMENTS.

IF THE PROPOSED BYLAW AMENDMENTS ARE ADOPTED BY THE VOTING BODY, A RESOLUTION WILL THEN BE INTRODUCED WHICH WILL DIRECT THE ASSOCIATION’S ACTUAL WITHDRAWAL FROM ANA. THE TEXT OF THE RESOLUTION IS ALSO FOUND ON PAGE TWO OF YOUR HANDOUT. ADOPTION OF THIS RESOLUTION WILL REQUIRE AN AFFIRMATIVE VOTE OF A MAJORITY OF THOSE MEMBERS OF NYSNA PRESENT AND VOTING.

PRESIDENT ELLEN BURNS: STATEMENT OF RATIONALE

THANK YOU, MAGGIE.

THE NYSNA BOARD APPRECIATES THE NUMEROUS EXPRESSIONS OF SUPPORT FOR THE PROFESSIONAL ORGANIZATION AS WELL AS THE STATEMENTS OF CONCERN ABOUT THESE PROPOSALS THAT WE HAVE RECEIVED FROM MEMBERS DURING THE OPEN FORUMS AND IN CALLS AND LETTERS. A COMMON THEME WHICH EMERGED OVER THE PAST THREE MONTHS IS: WE UNDERSTAND YOUR OBJECTIVE AND SUPPORT THE PRINCIPLE OF REMAINING AN ASSOCIATION OF PROFESSIONAL NURSES. ISN’T THERE SOME WAY THAT THE OBJECTIVE COULD BE ACCOMPLISHED WITHOUT LEAVING ANA? IS THIS ACTION REALLY WARRANTED AT THIS TIME?

IN ORDER TO ADDRESS THESE BASIC QUESTIONS, I WOULD LIKE TO SPEAK BRIEFLY TO THE BOARD’S RATIONALE.

TO THE ASSOCIATE NURSE OF THE FUTURE.

(I WOULD LIKE TO MAKE IT CLEAR THAT THE USE OF THE TERM "ASSOCIATE NURSE OF THE FUTURE" HAS NO RELATIONSHIP TO THOSE NURSES WHO HAVE AT THIS TIME ALREADY EARNED ASSOCIATE DEGREES AND ARE LICENSED AS REGISTERED PROFESSIONAL NURSES. ANA/SNA MEMBERSHIP HAS NEVER BEEN BASED ON THE EDUCATIONAL PREPARATION OF THE INDIVIDUAL; IT HAS BEEN BASED UPON QUALIFICATION FOR LICENSURE. MEMBERSHIP HAS ALWAYS BEEN OPEN TO ANY REGISTERED NURSE OR INDIVIDUAL QUALIFIED TO TAKE THE PROFESSIONAL LICENSURE EXAMINATION THEREFORE, NO ONE WOULD BE DISENFRANCHISED IF THE MEMBERSHIP CRITERIA WERE UNCHANGED. ANY PROFESSIONAL NURSE, REGARDLESS OF EDUCATIONAL PREPARATION, WOULD BE ALLOWED TO JOIN THE PROFESSIONAL ASSOCIATION, NOW AND IN THE FUTURE.)

The 1978 Board of Directors of NYSNA voted unanimously in favor of retaining the current membership requirement, concluding that the purposes of the Association would be served best by concentrating our resources and efforts on the needs and interests of professional nurses.

Therefore, the issue was not new to us when it was proposed to the 1986 ANA House of Delegates. Recognizing the immense complexity of the issue, NYSNA delegates urged that the matter be referred for in-depth study, and that action of the House of Delegates be postponed pending results of that study. The debate on this proposal showed that most delegates strongly believed that study was not essential to their own decision-making and that the matter could best be decided by adopting bylaws amendments to extend membership to those persons who in the future will be licensed as technical (associate) nurses.

The ANA Board of Directors did begin the study of membership models, but was unable to complete its work prior to the 1987 House of Delegates. The ANA Board recommended that a decision on future membership be postponed until 1988 to permit completion of their study. Again, debate in the House of Delegates clearly indicated that the delegates saw no need for the completed study. The delegates from NYSNA and four other constituent SNAs strongly supported the ANA Board’s recommendation, and asked that action be delayed at least until those states who wished to do so would have an opportunity to put the issue before their members.

As you know, in spite of these arguments, bylaws amendments were indeed adopted by a very strong majority of the delegates. (The vote was 440 for, 141 against, 15 abstentions) The NYSNA Board recognizes that in three separate votes of the House of Delegates, a clear decision has been made on this issue. In our view, this decision leaves no doubt about the commitment of the constituent SNAs to what is now called the “occupational model”: membership of all SNAs, in the future, will include the technical nurse -- of whatever title is adopted in each state.

The NYSNA Board concluded, with profound regret, that the options remaining for this Association were very limited. Even though NYSNA itself will not yet have to comply with the new
MEMBERSHIP REQUIREMENTS, the composition of other SNAs — and therefore, ANA, will begin to change as early as next year. The positions, policy statements, standards of practice, programs, and directions of ANA will, of necessity, be modified to address the needs, interests, and beliefs of the technical nurse.

For these reasons, and in the context of the history which I have reviewed for you, the NYSNA Board determined that it would be necessary for our members to decide for themselves whether our own vision of this Association, its purposes and mission, can be achieved in the new structure of ANA. Our choice in this matter is limited by the decision of the House of Delegates. If we wish for NYSNA to remain a member of ANA, we must be prepared to alter our own structure and function to accommodate the membership of the technical nurses. If we wish to remain an Association of professional nurses, we must consider withdrawal from ANA.

The NYSNA Board of Directors has recommended to you that NYSNA remain as it has been since its beginning in 1901, an Association of professional nurses. Our common bond of licensure as professional nurses, and our members' unwavering support of the autonomous practice of our profession has enabled this Association to achieve great strides toward legitimization of the profession of nursing in New York. In the NYSNA Board's judgment, a State Nurses Association cannot serve two distinct constituencies without a destructive dispersion of its efforts and resources. We believe that a renewed commitment to this Association of and by the professional nurses of New York can best continue that progress.

Many of you have asked if the Board of Directors has studied the possible implications of a decision to withdraw. We did discuss these at length, and in your handout, pages 5 - 8, you will find summary statements of our analysis. Three Board members will review selected aspects of this analysis with you.

Dr. Hunter, will you begin?

Juanita Hunter: Implications for NYSNA Programs and Services

The potential impact of withdrawal on the four NYSNA programs is highlighted on Pages 5 and 6. We are very fortunate to have within our Association the resources needed to carry out all of our normal program activities. We do not routinely rely on any services of ANA to implement our State programs.

Several members have asked what we would do to assure that the Association had a voice in national legislative matters pertaining to nursing. It would not be an unreasonable expectation that the Association, as an unaffiliated organization of professional nurses, could and would expand its legislative program to address selected national issues. Nor is it necessary to assume that NYSNA's efforts would be made in isolation from or competition with other nurses' associations, including the American Nurses Association. There are, in fact, many examples of highly effective legislative programs currently generated by specialty associations or other nurses' organizations. It is highly probable that NYSNA could participate in coalitions around issues of importance to our members.
WITH RESPECT TO THE ASSOCIATION’S REPRESENTATION OF NURSES FOR PURPOSES OF COLLECTIVE BARGAINING, THE BOARD WISHES TO EMPHASIZE THAT NYSNA WOULD REMAIN THE CERTIFIED COLLECTIVE BARGAINING AGENT OF THOSE NURSES. ANA INTERACTION WITH THIS PROGRAM HAS BEEN TANGENTIAL, AND WE ANTICIPATE NO ADVERSE EFFECTS OF WITHDRAWAL.

THE BOARD DOES NOT ENVISION ANY OTHER SIGNIFICANT CONSEQUENCES FOR OUR PROGRAM ACTIVITIES.

AND NOW, VICE PRESIDENT SANDRA MAZZIE WILL DISCUSS THE IMPLICATIONS FOR NYSNA’S INDIVIDUAL MEMBERS.

VICE PRESIDENT MAZZIE: IMPLICATIONS FOR NYSNA’S INDIVIDUAL MEMBERS

THE IMPACTS OF THIS DECISION ON INDIVIDUAL NYSNA MEMBERS CAN BE FOUND ON PAGES 7 AND 8 OF THE HANDOUT. THE MOST NOTICEABLE IMMEDIATE IMPACT WOULD BE THAT NYSNA MEMBERS WOULD NOT BE ELIGIBLE FOR ANA ELECTED OR APPOINTED OFFICES OR FOR MEMBERSHIP IN THE AMERICAN ACADEMY OF NURSING. NYSNA MEMBERS WOULD ALSO BE REQUIRED TO PAY HIGHER FEES FOR ANA CERTIFICATION AND CONTINUING EDUCATION PROGRAMS. MEMBERS WHO WISHED TO RECEIVE THE AMERICAN NURSE WOULD HAVE TO PAY A SUBSCRIPTION FEE.

PARTICIPATION IN ANA SPONSORED GROUP INSURANCE PROGRAMS COULD BE AFFECTED. HOWEVER, IT IS NYSNA’S INTENTION TO OFFER SIMILAR GROUP PLANS IN THE NEAR FUTURE. LIABILITY INSURANCE IS CURRENTLY AVAILABLE TO NURSES IN SEVERAL PLANS WHICH DO NOT REQUIRE SNA MEMBERSHIP.

IT SHOULD ALSO BE NOTED THAT WITHDRAWAL FROM ANA WOULD PERMIT THE RESOURCES OF THE ORGANIZATION TO BE DIRECTED TO THOSE PROGRAMS AND SERVICES OF GREATEST IMPORTANCE TO THE MEMBERS. ADDITIONAL SERVICES OR EXPANSION OF EXISTING SERVICES TO MEMBERS COULD BE CONSIDERED.

I HAVE ALSO BEEN ASKED TO COMMENT ON THE IMPLICATIONS FOR THE ASSOCIATION AND ITS INDIVIDUAL MEMBERS’ ACTIVITIES WITHIN THE NATIONAL AND INTERNATIONAL NURSING COMMUNITY. NYSNA CURRENTLY MAINTAINS ORGANIZATIONAL RELATIONSHIPS WITH A LARGE NUMBER OF HEALTH RELATED ORGANIZATIONS. NONE OF THESE RELATIONSHIPS ARE CONTINGENT UPON OUR STATUS AS A CONSTITUENT MEMBER OF ANA.

CERTAINLY THERE IS A LEGITIMATE BASIS FOR CONCERN AS TO THE IMPACT ON OUR RELATIONSHIP TO OTHER STATE NURSES ASSOCIATIONS AND TO THE INTERNATIONAL NURSING COMMUNITY. WE HAVE LEARNED THAT THE QUEBEC NURSES ASSOCIATION, WHICH WITHDREW FROM THE CANADIAN NURSES ASSOCIATION IN 1985, WAS ABLE TO ESTABLISH RELATIONSHIPS ON A COOPERATIVE BASIS WITH THE OTHER PROVINCIAL ASSOCIATIONS. WHILE THIS SITUATION MAY NOT BE EXACTLY PARALLEL, IT SUGGESTS SOME POSSIBLE AVENUES FOR APPROACH. WE DO NOT KNOW AT THIS POINT WHAT AVENUES THERE MIGHT BE FOR ESTABLISHING AN NYSNA PRESENCE IN INTERNATIONAL NURSING.
TREASURER RITA WIECZOREK WILL NOW PRESENT INFORMATION CONCERNING POSSIBLE IMPACTS ON MEMBERSHIP AND FINANCES OF THE ASSOCIATION.

TREASURER WIECZOREK: IMPLICATIONS FOR MEMBERSHIP AND FINANCES

There has been much speculation concerning the impact of this decision on the number of NYSNA members. Some members have expressed their unwillingness to continue membership in an "occupational" association. Others have indicated they would not wish to continue their membership in the Association if it withdrew. We are unable to determine what the membership impact might be under these circumstances. However, since most NYSNA members appear to identify most closely with the State organization, we do not believe there would be a significant adverse impact.

Since the Association currently pays approximately $1.6 million to ANA, withdrawal from the federation would permit the concentration of those funds on activities and services of direct importance to NYSNA members. There are no anticipated adverse effects of withdrawal on the financial resources of NYSNA.

PRESIDENT BURNS: INTRODUCTION OF MARGRETTA STYLES

Before introducing Dr. Styles for her remarks, I'd like to comment on the communications which have taken place between the Boards of NYSNA and ANA. There have been several meetings of representatives of the two boards, either in person or by conference call. The thrust of these meetings was to consider what alternatives there might be to the proposal for withdrawal.

The outcome of the meeting was a request by the NYSNA Board to the ANA Board for consideration of the following approach:

1. The ANA Board would be asked to make a formal commitment to facilitate postponement of implementation of the ANA bylaws amendments related to membership and to seek a commitment of the House of Delegates to the completion of a full, extended, organizational study of the membership issue.

2. The ANA Board would be asked to obtain formal, documented support of the leadership of the constituent forum and of the larger SNAs for such an approach.

The NYSNA Board believes that these two elements: postponement of implementation of the 1987 bylaws amendments, and commitment of both the ANA Board and SNAs to completion of the Board's study would be a satisfactory basis for consideration of an alternative proposal to withdrawal.

The ANA Board responded, in part, to this proposal by agreeing to initiate a full, extended, and broad study of the membership and related structures of the evolving federation. The Board indicated that this study was expected to take at least two years.

However, the ANA Board also responded that no direct action to postpone implementation of the bylaw amendments related to membership was needed. The basis of this assertion appears to be
THE ANA Board's belief that no SNA is ready to move forward with implementation at this time.

The NYSNA Board remains concerned that without a specific action to delay possible admission of technical nurses to membership, one or more SNAs may, in fact, move ahead with plans to extend membership to the technical nurse. Clearly, there can be no guaranteed outcome of the ANA Board's study. It would be within the prerogatives of the House of Delegates to ignore the new study, as it chose to do with last year's study. Postponement of implementation would have the effect of delaying a change in the composition of the membership until the study was completed and, presumably, until the House of Delegates received and considered the study report.

The NYSNA Board has invited Dr. Margretta Styles, President of the American Nurses Association, to speak with you concerning the ANA Board's perspectives on this matter.

Dr. Styles.

President Burns: Concluding Remarks
Thank you Dr. Styles. (Em: Add your own comments to respond to Dr. Style's remarks.) This completes the presentations planned for this forum, and we will now invite your questions. I would like to emphasize again that statements of support or opposition to the proposal are best reserved for the actual debate in the Voting Body on Saturday. This is your opportunity to obtain any additional information or clarification of issues that you need to consider and vote on the proposal. Our hope is that this will result in fewer time consuming requests for points of information during the actual voting body debate.

In order to facilitate this part of the program, I ask that you use a microphone for speaking, and that you identify yourself and state whether you are a member of the Association. Please limit your question or remarks to three minutes. No person should speak more than once if others who have not spoken are at the mike.

*It may be appropriate to provide a brief "stand-up" break at this point.*
SPECIAL SCRIPT FOR PRESIDENT, SECRETARY AND PRESIDENT-ELECT FOR SATURDAY, OCTOBER 24, 1987 (9:00 AM UNTIL 1:00 PM)

PRESIDENT BURNS:

THANK YOU, MS. TREANOR. THE REPORT WILL BE PLACED ON FILE.
OPPORTUNITY FOR QUESTIONS ABOUT THE REPORT OF THE COMMITTEE WILL BE PROVIDED AS BYLAWS AMENDMENTS ARE PRESENTED.

THE PROPOSED BYLAWS AMENDMENTS WILL BE PRESENTED BY THE SECRETARY OF THE ASSOCIATION. PLEASE NOTE THAT THE BYLAWS IN THEIR ENTIRETY, PRINTED WITH AMENDMENTS MADE THROUGH 1986, ARE INCLUDED IN YOUR REGISTRATION PACKETS.

AFTER THE SECRETARY PRESENTS EACH PROPOSED AMENDMENT, THE CHAIR WILL RECOGNIZE FIRST EITHER THE CHAIRMAN OF THE BYLAWS COMMITTEE OR A MEMBER OF THE BOARD OF DIRECTORS TO PROVIDE RATIONALE FOR THE PROPOSED CHANGE.

THE CHAIRMAN OF THE BYLAWS COMMITTEE WILL SPEAK FROM MICROPHONE #1. MS. TREANOR WILL STEP ASIDE FOR MEMBERS WHO NEED TO USE MICROPHONE #1.

NOW, ON BEHALF OF THE BOARD OF DIRECTORS, THE SECRETARY WILL PRESENT TO THE VOTING BODY THE PROPOSED AMENDMENTS TO THE NYSNA BYLAWS. MADAM SECRETARY...

SECRETARY JACOBS:

THANK YOU, MADAM PRESIDENT. ON BEHALF OF THE BOARD OF DIRECTORS, I WILL PRESENT PROPOSED AMENDMENTS TO NYSNA BYLAWS.

THE FIRST FIVE PROPOSED AMENDMENTS TO THE BYLAWS WILL BE PRESENTED FOR DISCUSSION AND VOTE INDIVIDUALLY. PLEASE REFER TO THE REPORT OF THE COMMITTEE ON BYLAWS, BOOK OF REPORTS, PAGE 38.

THE PROPOSED AMENDMENT TO ARTICLE IV - BOARD OF DIRECTORS, SECTION 3 - FUNCTIONS IS ADDITION OF A NEW LETTER "G": "ESTABLISH SPECIAL COMMITTEES AS NEEDED." THE REMAINING FUNCTIONS WOULD BE RELETERED ACCORDINGLY. ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE IV, SECTION 3.

PRESIDENT RECOGNIZES MS. TREANOR. MS. TREANOR PROVIDES RATIONALE FOR THE PROPOSED AMENDMENT; PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

(SECRETARY:)

THE PROPOSED AMENDMENT TO ARTICLE V - OFFICERS AND DIRECTORS, SECTION 10 - VACANCIES IS ADDITION OF A NEW LETTER "C": "ABSENCE FROM TWO CONSECUTIVE REGULAR MEETINGS OF THE BOARD OF DIRECTORS SHALL BE CAUSE FOR DECLARING A VACANCY IN THE BOARD POSITION. SUCH VACANCY SHALL BE DECLARED BY MAJORITY VOTE OF THE BOARD OF DIRECTORS." ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE V, SECTION 10.

PRESIDENT RECOGNIZES MS. TREANOR. PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

(SECRETARY:)

THE PROPOSED AMENDMENT TO ARTICLE VIII - CLINICAL AND FUNCTIONAL UNITS, SECTION 1, INCLUDES RETENTION OF THE CURRENT SECTION AS LETTER (A) OF THE SECTION AND ADDITION OF NEW LETTERS...
"B" AND "C": "(B) A CLINICAL PRACTICE UNIT MAY BE ESTABLISHED BY THE BOARD OF DIRECTORS IN ANY AREA OF SPECIALTY NURSING PRACTICE FOR WHICH THE BOARD DETERMINES THAT THERE IS NEED AND SUFFICIENT INTEREST OF MEMBERS. (C) A FUNCTIONAL UNIT MAY BE ESTABLISHED BY THE BOARD OF DIRECTORS IN ANY AREA OF FUNCTIONAL ROLE FOR WHICH THE BOARD DETERMINES THAT THERE IS NEED AND SUFFICIENT INTEREST OF MEMBERS." ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE VIII, SECTION 1.

PRESIDENT RECOGNIZES MS. TREANOR. PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

(SECRETARY:) THE PROPOSED AMENDMENT TO ARTICLE VIII - CLINICAL AND FUNCTIONAL UNITS, SECTIONS 5 AND 6 IS DELETION OF SECTIONS 5 AND 6 AND RENUMBERING OF SUBSEQUENT SECTIONS ACCORDINGLY. ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE VIII, SECTIONS 5 AND 6.

PRESIDENT RECOGNIZES MS. TREANOR. PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

(SECRETARY:) THE PROPOSED AMENDMENT TO ARTICLE VIII - CLINICAL AND FUNCTIONAL UNITS, SECTION 9 - VACANCIES IS ADDITION OF A NEW LETTER "C": "ABSENCE FROM TWO CONSECUTIVE REGULAR MEETINGS OF AN EXECUTIVE COMMITTEE SHALL BE CAUSE FOR DECLARING A VACANCY IN THE POSITION. SUCH VACANCY SHALL BE DECLARED BY MAJORITY VOTE OF THE BOARD OF DIRECTORS." ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE VIII, SECTION 9.

PRESIDENT RECOGNIZES MS. TREANOR. PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

(SECRETARY:) THE PROPOSED AMENDMENT TO ARTICLE XVII - CONSTITUENT DISTRICT NURSES ASSOCIATIONS, SECTION 2(B) IS INSERTION OF THE WORDS "OF THIS ASSOCIATION RESIDING" IN THE CURRENT WORDING OF SECTION 2(B). SECTION 2(B) WOULD READ: "A MAJORITY OF THE MEMBERS OF THIS ASSOCIATION RESIDING IN THE AREA TO BE CHANGED HAVE REQUESTED SUCH CHANGE IN WRITING." ON BEHALF OF THE BOARD, I MOVE THE PROPOSED AMENDMENT TO ARTICLE XVII, SECTION 2(B).

PRESIDENT RECOGNIZES MS. TREANOR. PRESIDENT PRESIDES OVER DISCUSSION AND VOTE.

WHEREAS, STATE NURSES ASSOCIATIONS WERE ENVISIONED BY NURSING'S EARLY LEADERS AS THE LAST LINK IN THE CHAIN OF THEIR PLAN FOR A NATIONAL SELF-GOVERNING ORGANIZATION OF PROFESSIONAL NURSES;

WHEREAS, THE NEW YORK STATE NURSES ASSOCIATION, AS THE FIRST STATE NURSES ASSOCIATION IN THE COUNTRY, EMBRACED AS ITS PRIMARY PURPOSE SECURING LEGAL RECOGNITION OF NURSING AS A PROFESSION IN ORDER TO BETTER SERVE SOCIETY;

WHEREAS, THE NEW YORK STATE NURSES ASSOCIATION SINCE ITS FOUNDING IN 1901 HAS ADHERED TO ITS PURPOSE AND HAS COOPERATED WITH ANA AND OTHER STATE NURSES ASSOCIATIONS IN CARRYING OUT THE ORGANIZATION'S ORIGINAL MISSION;

WHEREAS, THE 1987 ANA HOUSE OF DELEGATES VOTED TO CHANGE THE NATURE, COMPOSITION AND MISSION OF THE ORIGINAL ORGANIZATION OF PROFESSIONAL NURSES; THEREFORE BE IT RESOLVED, THAT NYSNA REMAIN COMMITTED TO PRESERVE AND MAINTAIN THE HISTORIC NATURE, MISSION AND GOALS OF THE NEW YORK STATE NURSES ASSOCIATION AS THE PROFESSIONAL ASSOCIATION FOR REGISTERED NURSES IN NEW YORK STATE, AND BE IT FURTHER RESOLVED, THAT NYSNA AND ITS DELEGATES TO THE 1988 ANA HOUSE OF DELEGATES PURSUE ALL AVAILABLE MEANS TO REINSTATE ANA'S ORIGINAL MISSION AND PURPOSE AS A NATIONAL SELF-GOVERNING ORGANIZATION OF PROFESSIONAL NURSES AND TO MAINTAIN THE CONSTITUENT SNAS AS ORGANIZATIONS OF REGISTERED PROFESSIONAL NURSES, AND BE IT FURTHER RESOLVED, THAT A REPORT OF PROGRESS TOWARD ACHIEVEMENT OF THESE GOALS, THE PROPOSED NYSNA BYLAWS AMENDMENTS, AND THE
RESOLUTION RELATED TO WITHDRAWAL FROM ANA BE SUBMITTED TO THE 1988 NYSNA VOTING BODY.

MADAM PRESIDENT, ON BEHALF OF THE BOARD OF DIRECTORS, I MOVE ADOPTION OF THE SUBSTITUTE RESOLUTION.

PRESIDENT BURNS:

THE SUBSTITUTE RESOLUTION IS NOW PENDING. THE CHAIR REQUESTS PRESIDENT-ELECT HUNTER TO PRESENT THE RATIONALE ON BEHALF OF THE BOARD.

PRESIDENT-ELECT HUNTER:

IN JUNE 1987 THE ANA HOUSE OF DELEGATES VOTED BY AN OVERWHELMING MARGIN TO ABANDON ITS COMMITMENT TO REPRESENT THE PROFESSION OF NURSING AND ADOPTED AN OCCUPATIONAL MODEL. IN THE OPINION OF THE NYSNA BOARD, THIS ACTION WAS IRREVOCABLE AND FINAL. THE EVENTS SURROUNDING THIS ACTION WERE SO TIMED THAT NYSNA’S BOARD AND DELEGATES WERE DENIED THE OPPORTUNITY TO CONSULT OUR MEMBERSHIP. OUR PROTESTS AND PLEAS FOR DELAY WERE IGNORED, AND IT WAS APPARENT TO THE DELEGATES THAT THERE WAS LITTLE OR NO SYMPATHY FOR NEW YORK’S POSITION.

FOLLOWING THE HOUSE ACTION, THE BOARD PONDERED THE RESPONSIBILITY TO THIS MEMBERSHIP, WHICH HAD A RIGHT TO BE HEARD.

THE ISSUE IDENTIFIED WAS: SHOULD NYSNA REMAIN AN ASSOCIATION OF PROFESSIONAL NURSES, OR SHOULD IT ACCOMMODATE THE OCCUPATIONAL MODEL? AFTER STUDY, DELIBERATION, AND THE ADVICE OF LEGAL COUNSEL, THE NYSNA BOARD ACTED.

THE CLEAREST POSSIBLE WAY TO FRAME THE QUESTION WAS TO PROPOSE BYLAWS AMENDMENTS WHICH DELETED ALL REFERENCE TO OUR CONSTITUENT STATUS IN ANA, FOLLOWED BY A MOTION TO WITHDRAW. A FIRST CLASS LETTER TO THAT EFFECT WAS MAILED TO EVERY MEMBER, AND THE PRESIDENT AND EXECUTIVE DIRECTOR OF ANA WERE NOTIFIED OF OUR ACTION. TWENTY-TWO FORUMS WERE HELD THROUGHOUT THE STATE, AND A 23RD PLANNED FOR CONVENTION. THE PURPOSE OF THE FORUMS WAS TO EXPLAIN THE BOARD’S ACTION, PROVIDE INFORMATION, AND RECEIVE FEEDBACK FROM OUR MEMBERS. A RECORD WAS MADE OF EVERY LETTER AND PHONE CALL, AND EXTENSIVE NOTES MADE AT EVERY FORUM.

YESTERDAY THE BOARD MET, AND PONDERED WHAT WE HAVE HEARD. IT IS OUR SENSE THAT THERE IS OVERWHELMING SUPPORT IN NEW YORK STATE FOR MAINTENANCE OF THE PROFESSIONAL MODEL. HOWEVER, THERE HAVE BEEN REPEATED REQUESTS FOR AN ACTION SHORT OF WITHDRAWAL ON NOVEMBER 1ST. IN ADDITION, THERE IS STILL CONSIDERABLE CONFUSION AS TO THE MEANING OF ASSOCIATE NURSE.

SUBSEQUENT TO THE JULY NYSNA BOARD MEETING THERE HAVE BEEN ACTIVITIES AT THE NATIONAL LEVEL THAT GIVE US A FAINT GLIMMER OF HOPE THAT THE PROFESSIONAL MODEL CAN BE PRESERVED.

THE EXECUTIVE COMMITTEE OF ANA MET WITH THE EXECUTIVE COMMITTEE OF NYSNA IN GUILDERLAND. THERE HAVE BEEN NUMEROUS CONFERENCE CALLS AND A MEETING BETWEEN THE EXECUTIVE COMMITTEE OF THE CONSTITUENT FORUM AND THE ANA BOARD. THE ANA PRESIDENT AND BOARD HAVE PLEDGED THEMSELVES TO A FULL AND COMPLETE STUDY OF THE MEMBERSHIP ISSUE.

TWO OF THE STATES THAT VOTED WITH US HAVE TAKEN ACTION. CONNECTICUT HAS REQUESTED ACTION TO DELAY IMPLEMENTATION OF THE BYLAWS. PENNSYLVANIA VOTED LAST WEEK AT ITS CONVENTION TO DELAY
its withdrawal. Two other states, New Hampshire and South Dakota, have asked us to delay.

We are not comfortable with the rather vague nature of the ANA Board's commitment, and there is no documented evidence that the large states that led the drive to the occupational model are willing to reconsider. However, a sizable portion of our own membership is pleading with us to try once more to work within ANA. We have no desire to ignore them, as we were ignored in Kansas City.

The Board is not sanguine about the possibility of an easy resolution of this dispute. We believe that NYSNA can be protected if our resolution makes clear that we will monitor ANA's activities. If a satisfactory resolution cannot be reached, bylaws and withdrawal will be acted upon at our convention in 1988. If ANA wants NYSNA as a member, the ANA Board must take leadership in making that happen.

If this resolution is adopted, New York has the opportunity to once more make its case at the national level, and its membership will review that action in 1988.

The Board wishes to represent the interests of every one of its 30,000 members. We are aware that for many of you, this action may be perceived as retreat. But we believe it is consistent with our past actions and our leadership role. We were radical in affirming our commitment to professional nursing; we can be moderate when the circumstances call for moderation. The final word must be - NYSNA will remain the voice of professional nursing in New York State.

PRESIDENT BURNS:

AT THIS TIME THE CHAIR WISHES TO EXPLAIN THE PROCEDURE FOR DISCUSSING THE PENDING BYLAWS AMENDMENTS AND SUBSTITUTE RESOLUTION. THE DISCUSSION SHALL FIRST BE ON THE BYLAW AMENDMENTS AS PUBLISHED AND CIRCULATED. PLEASE TURN TO PAGE 2 OF THE GREEN HANDOUT.

FOLLOWING DISCUSSION OF THE PROPOSED BYLAW AMENDMENTS THE CHAIR WILL ENTERTAIN DISCUSSION ON THE BOARD'S PROPOSED SUBSTITUTE RESOLUTION. YOU HAVE HEARD THE RESOLUTION. THE CHAIR WILL READ FOR YOU THE RESOLVEDS AS FOLLOWS.

RESOLVED, THAT NYSNA REMAIN COMMITTED TO PRESERVE AND MAINTAIN THE HISTORIC NATURE, MISSION AND GOALS OF THE NEW YORK STATE NURSES ASSOCIATION AS THE PROFESSIONAL ASSOCIATION FOR REGISTERED NURSES IN NEW YORK STATE, AND BE IT FURTHER RESOLVED, THAT NYSNA AND ITS DELEGATES TO THE 1988 ANA HOUSE OF DELEGATES PURSUE ALL AVAILABLE MEANS TO REINSTATE ANA'S ORIGINAL MISSION AND PURPOSE AS A NATIONAL SELF-GOVERNING ORGANIZATION OF PROFESSIONAL NURSES AND TO MAINTAIN THE CONSTITUENT SNAS AS ORGANIZATIONS OF REGISTERED PROFESSIONAL NURSES, AND BE IT FURTHER RESOLVED, THAT A REPORT OF PROGRESS TOWARD ACHIEVEMENT OF THESE GOALS, THE PROPOSED NYSNA BYLAWS AMENDMENTS, AND THE RESOLUTION RELATED TO WITHDRAWAL FROM ANA BE SUBMITTED TO THE 1988 NYSNA VOTING BODY.
Following discussion of the substitute resolution the vote will be taken on whether to substitute the proposed resolution for the bylaw amendments.

The floor is now open for discussion on the bylaw amendments.

WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;

WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;

WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;

WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses; therefore be it

RESOLVED, that NYSNA remain committed to preserve and maintain the historic nature, mission and goals of the New York State Nurses Association as the professional association for registered nurses in New York State, and be it further

RESOLVED, that NYSNA and its delegates to the 1988 ANA House of Delegates pursue all available means to reinstate ANA's original mission and purpose as a national self-governing organization of professional nurses and to maintain the constituent SNAs as organizations of registered professional nurses, and be it further

RESOLVED, that a report of progress toward achievement of these goals, the proposed NYSNA bylaws amendments, and the resolution related to withdrawal from ANA be submitted to the 1988 NYSNA Voting Body.

PROPOSED

RESOLUTION RE ORGANIZATIONAL MISSION

WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;

WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;

WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;

WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses; therefore be it

RESOLVED, that NYSNA remain committed to preserve and maintain the historic nature, mission and goals of the New York State Nurses Association as the professional association for registered nurses in New York State, and be it further

RESOLVED, that NYSNA and its delegates to the 1988 ANA House of Delegates pursue all available means to reinstate ANA's original mission and purpose as a national self-governing organization of professional nurses and to maintain the constituent SNAs as organizations of registered professional nurses, and be it further

RESOLVED, that a report of progress toward achievement of these goals, the proposed NYSNA bylaws amendments, and the resolution related to withdrawal from ANA be submitted to the 1988 NYSNA Voting Body.
You Are Invited To A
SPECIAL OPEN FORUM
sponsored by the
Connecticut Nurses Association
New York State Nurses Association
Pennsylvania Nurses Association

The Boards of Directors of the Connecticut Nurses Association, the New York State Nurses Association, and the Pennsylvania Nurses Association are cosponsoring a Special Open Forum at the 1988 Convention of The American Nurses' Association in Louisville, Kentucky.

This forum will provide an opportunity for a dialogue about the concerns of our Associations related to the membership or the future of the American Nurses' Association. Our hope is that this dialogue will clarify the positions and actions of our Associations concerning this issue and lead to greater understanding of the mutual concerns for the future of our professional organization.

In view of limitations of space for this Forum, we request that two representatives of your delegation be designated as your representatives. Members of the ANA Board of Directors and the Commission on Organizational Assessment and Renewal have also been invited to attend and to participate in this forum.

DATE: Sunday, June 12, 1988
TIME: 1:00pm - 2:30pm
PLACE: Seelbach Hotel
The Rathskeller
Louisville, Kentucky

For further information please call
The New York State Nurses Association
(518) 456-5371
II) Acquired Immune Deficiency Syndrome

This small group discussion will explore selected current problem areas facing nurses: informed consent, confidentiality, and provision of care regarding the HIV-infected patient and family.

Discussion Leaders: James C. Velch, R.N.
Member, Cabinet on Human Rights

Helen Miramontes, R.N.
Past President, California Nurses Association

III) Nursing Shortage

This small group discussion will explore the impact the nursing shortage is having on recruiting of nurses into nursing schools and associated problems of delivering care to disenfranchised patient populations. An emphasis will be placed upon policies and strategies for recruiting and retaining minority nurses.

Discussion Leaders: Tessie Wilkerson, M.S.N., R.N.
Member, Cabinet on Human Rights

Muriel M. Shore, M.S.N., R.N., C.N.A.
Chairperson, Cabinet on Nursing Education

IV) Human Violence

The small group discussion will explore the problems of violence in our society. It will delineate the role and responsibility of the nurse in the prevention of violence, and the treatment and rehabilitation of victims of violence.

Discussion Leaders: Ruben D. Fernandez, M.A., R.N.
Member, Cabinet on Human Rights

Bertha M. Glipp, B.S.N., R.N.
Member, Cabinet on Human Rights

Mary H. Griffith, M.R., R.N.C.
Chairperson, Cabinet on Nursing Practice

Reports from the Group Discussion Leaders:

1) Access to Health Care
2) AIDS
3) Nursing Shortage
4) Violence

Concluding Remarks: Faye Gary-Harris, Ed.D., R.N., F.A.A.N.
Chairperson, Cabinet on Human Rights

7:30-7:50

DELEGATES TO THE 1988 ANA HOUSE OF DELEGATES

Barbara Becker, New York
Pearl Skeete Bailey, Hollis
Erika Baker, Delhi
Karen A. Ballard, Guilford
Patricia Bishop Barry, Brooklyn
Sarah Beaton, West Nyack
Alice Hall Beck, Brooklyn
Louise Bedford, Bronx
Mary J. Bell-Downees, Brooklyn
Nettie Birnbach, Baldwin
Mary K. Britton, Endwell
Judith Broad, Pittsford
Leslie A. Brower, Columbus, Ohio
Frances Brown, Binghamton
Ellen M. Burns, Amsterdam
Virginia B. Byers, Manlius
Janet C. Cadogan, Brooklyn
Mary Ellen Callan, Rochester
Dorothy Carey, Staten Island
Elizabeth Carter, New York
Jerold S. Cohen, Patchogue
Jessie Collins, Commack
Phyllis H. Collins, Staten Island
Karen Cool, Herkimer
Carol A. Countryman, Garden City
Grace Daly, Mineola
Constance DePreest, Poughkeepsie
William R. Donovan, Brooklyn
Judith Anne Evers, Syracuse
Susan J. Frey, Albany
Anne Duval Frost, Pelham
Louise Gallagher, Scarsdale
Christina Gerardi, Latham
Miriam Gonzalez, Sunnyside
Ann M. Grahler, Clifton Park
Sister Theresa M. Graf, Rockville Center
William F. Greiner, Wingdale
Margaret M. Harrie, Stony Brook
Shirley A. Hayes, Bronx

Jean B. Heady, Clayton
Carol B. Henretia, Rochester
Juanita K. Hunter, Buffalo
Beverly R. Jansz, Syracuse
Ronald G. Inskipe, White Plains
Margaret Knight, Huntington
Ruth Korn, Cliffside Park, N.J.
Patricia Z. Lund, Poughkeepsie
Barbara Malin, New York
Glenda Marshall, Bronx
Beverly Martin, Syracuse
Diana J. Mason, New York
Sandra A. Maggie, Newburgh
Elissa McDonald, Staten Island
Molly McGee Randisi, Rochester
Cecilia Mulvey, Bayonne
Madeline A. Raulie, New York
Daphne Nelson, Sound Beach
Veronica O'Day, Brewster
Irene S. Pagan, Melverne
Marlene S. Payne, Binghamton
Bonnie Ferrarato, Massapequa
Elizabeth Plummer, Brooklyn
Kathleen A. Powers, Penfield
Peter Pruziosi, New York
Richard S. Redman, East Amherst
Sister Anne Reekie, Rockville Center
Lois J. Ricci, Sidney
Johanna M. Rooney, Bronx
Irene L. Sell, New York
Gale A. Spencer, Endwell
Nancy L. Sweeney, Troy
Charlotte Torres, Rochester
Greta Trotman-Jones, Brooklyn
Janice Wolland, Homer
Kay M. Wiggins, Syracuse
Dorothy Williams, New York
Marjorie L. Woodward, Middletown
Barbara Zittel, Latham

7:50-8:00
Statement of Position and Rationale re Membership in State Nurses Associations

BACKGROUND INFORMATION:

In June, 1987, the House of Delegates of the American Nurses Association voted to amend the bylaws of ANA to require full membership in State Nurses Associations for the associate (technical) nurse of the future.

Subsequent to this action, the Boards of Directors of both the Pennsylvania Nurses Association and the New York State Nurses Association presented to the memberships of their respective organizations bylaw amendments which, if adopted, would have withdrawn PNA and NYSNA from constituent membership in the American Nurses Association.

Although the voting bodies of PNA and NYSNA did not adopt the proposed bylaw amendments related to withdrawal from the American Nurses Association, strong motions were adopted which directed the Boards of both organizations to pursue all available means to reinstate and maintain the ANA as a professional organization comprised solely of registered nurses.

In keeping with the intent of those actions by the voting bodies of PNA and NYSNA, the following statement has been adopted by their Boards of Directors. The objectives of this statement are: 1) to facilitate greater understanding, nationwide, of the genesis of the PNA and NYSNA actions, and 2) to encourage open dialogue of this issue within the nursing community.

STATEMENT OF POSITION:

The positions of NYSNA and PNA are derived, in part, from our understanding of and commitment to the Mission Statement of the American Nurses Association, as adopted by the House of Delegates. This statement specifies that the mission of the ANA is as follows:

To improve nursing services and access to those services and to promote, advance, and protect the interests of nursing, thereby increasing the overall quality of health care by providing:

.1. Leadership and representation for the profession in both national and international affairs;

.2. Information, research, and resources relevant to the development and advancement of nursing practice, nursing education, nursing services, nursing research, and economic and general welfare of nurses;
The mission statement of the ANA clearly states that ANA will be guided in its policy and actions by its aim to provide leadership and representation for the profession of nursing. Throughout the nearly ninety years of ANA’s existence, efforts have been directed toward achieving professional status and recognition of the registered nurse.

The decision of ANA to diversify its membership to include both professional and technical nurses and to implement an occupational model will inevitably bring about a major change in the direction of the Association. If ANA is composed of both professional and technical nurses, with all members having equal input into the goals, directions, policies, standards, and positions of the Association, the organization will be faced with insurmountable obstacles to reach consensus on strategies to advance the nursing profession. Compromises will be required in order to accommodate the particular needs and interests of the technical nurse members. The professional nurse members may find that their own needs and interests must be re-prioritized in order to distribute the resources of the Association equitably.

It is clear that there was and still is considerable confusion about the difference between the technically prepared nurse of the future and the registered nurse who today holds an associate degree and is licensed as a professional nurse. Some delegates believed that the associate nurse of the future was identical to the associate degree prepared registered nurse of today. Those delegates interpreted their 1987 vote to mean that current members who hold associate degrees would continue as members. It was not necessary to protect the membership status of these RN members who hold associate degrees. There was never a discussion that those current members would continue as members in the professional organization.

SUMMARY:

Both ANA and its constituent SNAs may find they are unable to focus their resources and efforts on advancing the profession of nursing when our standards, code of ethics, policy positions, and legislative agenda must be acceptable to and must advance the interests of technical nurses or any others who do not share the common bond of licensure as professional nurses.

It is regrettable that the decision to change a fundamental aspect of the mission and purpose of the American Nurses Association occurred within an atmosphere of confusion and misunderstanding. The Boards of Directors of the Pennsylvania Nurses Association and the New York State Nurses Association invite our colleagues around the nation to engage in an open dialogue with us concerning this position. Our hope is that the decision regarding membership can be reconsidered within the context of the current organizational study.

THE NEW YORK STATE NURSES ASSOCIATION
ORIENTATION FOR NYSNA DELEGATES TO 1988 ANA HOUSE OF DELEGATES

Doral Hotel
New York City
June 1, 1988

AGENDA

PRESIDING: Juanita K. Hunter, President

I. Introductions
II. Announcements
III. Schedule of delegate commitments
IV. Review of reports and proposals
V. Review of proposed amendments to ANA bylaws
VI. Delegation procedures

A. Orientation to procedures for all delegates
B. Assignments (reference hearings, etc.)
C. Candidate interview process
D. Orientation to procedures for new delegates (see other agenda and attachment)
THE NEW YORK STATE NURSES ASSOCIATION

DELEGATE ORIENTATION

June 1, 1988

I. INTRODUCTIONS

It is helpful to the work of the delegation to know each other. Since we have a number of first-time delegates, I suggest that we briefly introduce ourselves.

I would also like to introduce the Association's parliamentarian, Dr. Eugene Bierbaum. Dr. Bierbaum will accompany our delegation to Louisville in order to provide on-site assistance to the delegates.

II. ANNOUNCEMENTS

Lunch is scheduled for 12:00 noon in Room Crystal C/D.

There is an attendance sheet being circulated which also provides space for you to indicate which hotel you are using in Louisville. It is helpful for us to know how to reach you on-site.

We also ask that you select your seat assignment for the House of Delegates sessions during a break or at lunch. Wendy Burbank has a seating chart on which we ask that you print your name in your preferred place. Please note that there are specific places assigned to Row Monitors, Delegate Captains, the Executive Director and myself. I'll ask for volunteers to serve as Row Monitors a little later. Those of you who are interested in performing this service for the delegation will have reserved seats on the aisle closest to the exit.

Each of you has been given a packet of materials for use today; I'll ask Martha Orr to review the items with you.

MLG:

You should have the following materials:

1. Agenda for this orientation
2. List of Delegates: Please make a note that Sandra Mazzie has been replaced by Martha Kemsley.
3. Tentative schedule of delegate commitments
4. Caucus Schedule
5. Recommendations of the NYSNA Board of Directors on Reports/Proposals/Proposed Bylaws Amendments
6. House of Delegates Procedures
7. Delegate Captains (Responsibilities)
8. Row Monitors (Responsibilities)
9. Assignment sheet
10. Guide for Interview of Candidates
11. Agenda for Orientation of New Delegates
12. Statement of Position and Rationale re Membership in SNAs
13. Parliamentary Guide to Meetings
14. NYSNA Bylaws

If you are missing any of these materials, please see Wendy Burbank to obtain.

JKH:

It may be helpful now to briefly review the agenda for today's orientation. Since there are more than 30 persons who have not previously served as delegates, we are providing a somewhat different structure for the orientation than in previous years.

We will first review the basic schedule of commitments for the delegation. For this we will use the Schedule of Delegate Commitments which is in your packet.

Then we will discuss the reports, proposals, and proposed bylaws amendments that will be coming before the House. For this agenda item we will use the handout containing the Recommendations of the Board of Directors.

The section of our orientation on delegation procedures has been placed last on the agenda in order to provide a special orientation for those who have not served previously as delegates or who have not been delegates for the last two years.

Following a general orientation to some of our procedures for the entire delegation, we will make assignments of delegates to attend and report on the Reference Hearings and discuss our process for interviewing candidates for ANA offices.

Then, we are going to break into small groups for an additional orientation of new delegates and those who might need a "refresher" on House and Delegation procedures. I have asked present and former Board members to serve as resource persons for these groups. A copy of the agenda for the group discussions is in your packet. Experienced delegates are of course welcome to attend; however, if you do not need this discussion, you may be excused at that time. Your packet contains a list of the resource groups.

Are there any questions about the agenda or the plan for today?
III. SCHEDULE OF DELEGATE COMMITMENTS

I'd like to proceed first with a brief review of the schedule of events for our delegation. Please refer to your handout.

The first event which is important for you to attend if possible is the open forum in which the preliminary report of the Commission on Organization Assessment and Renewal will be presented. We recognize that many of you will not have arrived in Louisville by Friday at four, so it is especially important that those who can attend do so. It is our understanding that an expanded version of the preliminary report of COAR will be distributed in the third delegate packet which you will receive at registration.

Reference hearings on reports and proposals will begin Saturday afternoon. Later today we will assign specific delegates to be responsible for attending the reference hearings and reporting to our delegation during caucuses. However, you all are encouraged to attend as many reference hearings as possible.

NYSNA, Pennsylvania, and Connecticut are hosting a special open forum on the membership issue Sunday from 1-2:30 pm. This forum is intended to provide representatives of other SNAs with an opportunity to discuss with us the positions we have taken about future membership. Because meeting space is limited, we are asking that each SNA send two representatives. We suggest that not more than ten members of our own delegation attend the forum in order that we will have sufficient space for other participants. I will ask for interested delegates to volunteer for this assignment later today.

Please make a special note of all scheduled NYSNA caucuses. It is expected that all delegates will attend all caucuses since these meetings are essential to effective communication to our delegation of important issues and for development of consensus.

You should have received an invitation to New York State Night on Monday. This event is being planned in honor of the New York members who are receiving national awards. These persons include:

- Dr. Juanita Hunter, Honorary Human Rights Award
- William Donovan, 1987 Medical-Surgical Nurse of the Year Award (Council on Medical-Surgical Nursing Practice)
- Kay Ann Melnyk, Outstanding New Investigator Award

Please note that this reception is by invitation only and that you must have a ticket to attend. This is required because of the limited number of people who can be accommodated at the reception. We will not be able to admit anyone without a ticket, so please be sure you bring it to the reception.

May I ask now for eight volunteers to serve as Row Monitors? You will be seated in pairs at the end of each row of our delegates, so you may wish to team up with a colleague.

Are there any questions about the schedule of delegate commitments?

Before proceeding to the review of reports and proposals, I'd like to remind you that we will ask for volunteers to attend the Reference Hearings and to coordinate reports of the hearings with the Delegate Captains. As we go through each Reference Hearing, please make a note of your particular interests and preferences.

Also, since your selection of seat assignments will occur during the breaks and at lunch, we need to take a brief moment to ask for volunteers of delegates to serve as Row Monitors. I'll ask Martha Orr to review this aspect of our delegation's procedures at this time.
IV. REVIEW OF REPORTS AND PROPOSALS

We will now review the reports and proposals which will be brought before the House. Please refer to the handout containing the Board of Directors' comments and recommendations.

**JRH: Shift to the Board paper and proceed in order.** You may want to ask that discussion be limited to those proposals that are being presented for action and that only the recommendations be discussed. Point out that you have assigned Delegate Captains for each reference hearing; they are listed on the Board report.

V. REVIEW OF PROPOSED AMENDMENTS TO ANA BYLAWS

We will now review the proposed amendments to the ANA bylaws. The Board of Directors' recommendations are in the back of the handout on reports and proposals.

VI. REVIEW OF DELEGATION PROCEDURES (KNE to do)

Please refer to the handout titled House of Delegates Procedures. We will also refer to the pink ANA paper titled 1988 Delegate Information and Instructions which was sent to you in the first delegate packet.

1. Delegate Credentials:

   Please remember that you must have your NYSNA membership card with you in order to receive your delegate badge. If you have misplaced it, please let Wendy Burbank know today. We will have new cards issued and will bring them with us to Louisville. You can arrange with Wendy Burbank to meet her at the Seelbach hotel to pick up your card.

   If for any reason you have to leave the delegation before the House of Delegates has completed its business, please remember to leave your delegate credential card with me. We will attempt to seat an alternate if this becomes necessary to keep a full delegation in attendance. If you know today that you will have to leave Louisville before 12 noon Wednesday, please let me know.

2. Attendance:

   As you know, we have a very large delegation. Our procedure for taking attendance at the sessions of the House of Delegates is to use row monitors and an assigned seating chart. The row monitors can determine from vacant seats who is missing. There are two reasons to record attendance: to determine that all delegates fulfill their obligations and are eligible to receive the full delegate subsidy and to assure that at all times we have a full delegation for the business of the House.

3. Sign-in/out during sessions:

   We will again ask that you sign out with the row monitor whenever you leave the House of Delegates during a session. This permits us to attempt to locate absent delegate if it appears that a roll call vote is about to be taken.

4. Voting:

   As you may have noticed, ANA plans to utilize electronic voting for the first time this year. This may reduce the number of roll call votes required. However, in the event that a "division of the House", i.e., roll call vote, is required, we will again utilize a ballot for each row, according to the seating chart. The Row Monitors will collect the ballot for each row, total it, and forward the total to Elizabeth Carter who will tally the entire delegation for the President's response to the roll call.

5. Voting Indicators:

   For the past two years our delegation used a process to assist delegates who want to know the recommendation of the Board or the President regarding a vote. Although you have printed recommendations for the proposals as we now know them, some will undoubtedly be changed during the floor debate. For this reason, we have asked delegate captains to hold up color coded papers for each vote when the recommendation may be other than those listed: Green for yes, pink for no, and yellow for "vote your conscience." This makes it possible for our delegation to vote as a powerful block much more often.

6. Handouts/Reference Committee reports:

   One row monitor will be assigned to pick up the entire delegation's copies of these documents and to place them at your seats. (Also Convention News if available en mass.)

7. Caucuses:

   We ask especially that you be on time for all caucuses; in fact, since we have such a large delegation and most of our caucuses include meals, it would be helpful for you to come a few minutes early to the caucuses. Please be patient! We usually have a very full agenda and very little time to get through essential reports of reference hearings at the caucuses.
JKH: (Juanita, we didn’t talk about how you and the Board members want to handle this aspect of procedure; the following is my suggestion. Wendy will give the three Board members a special sign-up sheet for their possible use in coordinating the sign-ups for interviews.)

C. Candidate Interview Process

We'll now move to a discussion of our interview process for ANA candidates for elective office. As in the past, because of the limited time available for our caucuses, we will be unable to invite candidates to make presentations to our delegation. Instead, we are going to ask for teams of Delegates to arrange to interview candidates, using an interview guide. We have assigned three Board members to coordinate this process: Jerry Cohen, Madeleine Naegle, and Bonnie Perrato. Delegates who want to volunteer for interview teams should sign up. We will then ask that the interview teams give very brief reports and/or recommendations to our delegation at the caucus immediately preceding the voting.

Questions?

This concludes our agenda for the total delegate orientation. Before we excuse our experienced delegates and break into the small groups for new delegate orientation, does anyone have anything else to bring up? If not, thank you for your attendance and participation.

D. Orientation to procedures for new delegates

You each have a list of the small groups and the resource persons. Unfortunately, it has not been possible for us to arrange separate meeting areas for the groups, so I ask that you just disperse yourselves around the room for this discussion period. It is now ______ p.m.; I suggest that we allow ______ minutes for the group discussions and meet back together at ______ p.m. for a wrap-up.

agenda is intended for the use of specified delegates. It is being distributed to all delegates in the event that some delegates who were not assigned to small groups for specialized orientation wish to participate in the discussion of one of those groups. See the attached list and the notes which precede the list.

ORIENTATION FOR NYSNA DELEGATES TO 1988 ANA HOUSE OF DELEGATES
Doral Hotel New York City June 1, 1988

AGENDA FOR ORIENTATION TO PROCEDURES FOR NEW DELEGATES (for use by resource persons and new delegates)

I. Role of House of Delegates / ANA Bylaws

II. Process of conducting business of the House
   A. Parliamentary procedure
   B. Reports and proposals
   C. Reference hearings

III. Role of individual delegates (in the effective operation of the NYSNA delegation)
   A. Preparation for meetings/how to synthesize (large volume of) information
   B. Effective use of loose-leaf binder
   C. Use of resource person
   D. Importance of effective (on-site, scheduled) caucuses

IV. Evaluation of candidates
   A. Identification of key issues
   B. Candidates forum
   C. Meeting with resource person before voting

V. Meeting with resource person on first day of convention and thereafter as needed

WMB/5-29-88/88HOD4
Groups of "new" delegates and resource persons

These are tentative assignments.

These groups will meet separately at the end of the June 1, 1988 orientation session (see agenda).

Some individuals listed below as "new" delegates may have served in the delegate capacity before 1987, and, therefore, may not require an orientation designed for "new" delegates. However, it should be noted that many procedures intended to facilitate the NYSNA delegation's operation were introduced in 1986. (These procedures will be mentioned in the orientation for all delegates.) If you have not served as a delegate since 1985, you may find a brief specialized orientation very helpful. In addition, your experience may be helpful to others in the group to which you are assigned who are first-time delegates.

If you are a first-time delegate or did not serve in 1987 and you do not see your name below (if we overlooked you), please see Wendy Burbank about placement in a group. If you have served recently but wish to participate in one of the groups for any reason, you would be welcome to do so; please talk to Wendy Burbank.

**********

Important note to delegates not in attendance at the 6/1 orientation meeting (who will receive by mail the materials distributed on 6/1 including this piece):

If your name appears below, you should contact the "resource person" to whom you are assigned either before you leave for Louisville, or when you arrive in Louisville. For assistance in locating your "resource person" please call Wendy Burbank at 518 456 5371 before June 8. If your name does not appear below but you have questions about procedures, please call Wendy Burbank before June 8 at the above number or in Louisville at the Seelbach Hotel.

**********

Resource person(s): "New" delegates:

William Donovan
Dorothy Williams and Madeline Naegle

Barbara Backer
Louise Bedford
Janet Cadogan
Margaret Knight
Ruth Korn
Diana Mason

Wendy Burbank
Judy Cadogan
Mary Callan
Leslie Brower
Mary Britten
Frances Brown
Marlene Payne
Gale Spencer
Constance DeFreest
Molly McGee Randisi
Charlotte Torres

Judith Broad
Irene Pagel
Elizabeth Plummer
Sarah Beaton
Anne DuVal Frost
Patricia Lund
Janice Volland
Peter Fresioli
Joanne Rooney
Shirley Hayes
Karen Cool
Barbara Malon
Veronica O'Day
Lois Ricci
Mary Eileen Callan
Judith Anne Evers
Leslie Brower
Christina Gerardi
Jean Heady
Marianne Woodard
Barbara Zittel
Mary Britten
Frances Brown
Marlene Payne
Gale Spencer
Constance DeFreest
Molly McGee Randisi
Charlotte Torres
Who shall be the member?

Statement of Position and Rationale regarding membership in State Nurses Associations
Background Information

In June, 1987, the House of Delegates of the American Nurses' Association voted to amend the bylaws of ANA to require full membership in State Nurses Associations for the associate (technical) nurse of the future.

Subsequent to this action, the Boards of Directors of both the Pennsylvania Nurses Association and the New York State Nurses Association presented to the memberships of their respective organizations bylaw amendments which, if adopted, would have withdrawn PNA and NYSNA from constituent membership in the American Nurses' Association.

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To improve nursing services and access to those services and to promote, advance, and protect the interests of nursing, thereby increasing the overall quality of health care by providing:

1. leadership and representation for the profession in both national and international affairs;
2. information, research, and resources relevant to the development and advancement of nursing practice, nursing education, nursing services, nursing research, and the economic and general welfare of nurses;
3. for a coordinated system of credentialing for the nursing profession.

The mission statement of the ANA clearly states that ANA will be guided in its policy and actions by its aim to provide leadership and representation for the profession of nursing. Throughout the nearly 90 years of ANA's existence, efforts have been directed toward achieving professional status and recognition of the registered nurse.

The decision of ANA to diversify its membership to include both professional and technical nurses and to implement an occupational model will inevitably bring about a major change in the direction of the Association. If ANA is composed of both professional and technical nurses, with all members having equal input into the goals, directions, policies, standards, and positions of the Association, the organization will be faced with insurmountable obstacles to reach consensus on strategies to advance the nursing profession. Compromises will be required in order to accommodate the particular needs and interests of the technical nurse members. The professional nurse members may find that their own needs and interests must be re-prioritized in order to distribute the resources of the Association equitably.

It is clear that there was and still is considerable confusion about the difference between the technically prepared nurse of the future and the registered nurse who today holds an associate degree and is licensed as a professional nurse. Some delegates believed that the associate nurse of the future was identical to the associate degree prepared registered nurse of today. Those delegates interpreted their 1987 vote to mean that current members who hold associate degrees would continue as members. It was not necessary to protect the membership status of these RN members who hold associate degrees. There was never a question that those current members would continue as members in the professional organization.
Summary

Both ANA and its constituent SNAs may find they are unable to focus their resources and efforts on advancing the profession of nursing when our standards, code of ethics, policy positions, and legislative agenda must be acceptable to and must advance the interests of technical nurses or any others who do not share the common bond of licensure as professional nurses.

It is regrettable that the decision to change a fundamental aspect of the mission and purpose of the American Nurses' Association occurred within an atmosphere of confusion and misunderstanding. The Boards of Directors of the Pennsylvania Nurses Association and the New York State Nurses Association invite our colleagues around the nation to engage in an open dialogue with us concerning this position. Our hope is that the decision regarding membership can be reconsidered within the context of the current organizational study.
NYSKA/PNA/CNA OPEN FORUM
RE
FUTURE MEMBERSHIP IN THE AMERICAN NURSES ASSOCIATION AND SNAs
Sunday, June 12, 1988
1:00-2:30 p.m.
Seelbach Hotel, Rathskeller Room

1. WELCOME

Good afternoon. I am Dr. Juanita Hunter, President of The New York State Nurses Association. On behalf of The New York State Nurses Association, the Pennsylvania Nurses Association, and the Connecticut Nurses Association, I am pleased to welcome you to this open forum. We thank you for your willingness to take time from your busy schedule to participate in a dialogue with us. With me on the dais are Elizabeth Cathcart, President of the Pennsylvania Nurses Association, and Carol Polifroni, President of the Connecticut Nurses Association.

2. INTRODUCTION TO THE FORUM

As you know, the decision of the House of Delegates in 1987 to diversify the membership of the professional association to encompass the associate (technical) nurse of the future was extremely troubling to some constituent members of the ANA, ourselves included. Members of our Associations continue to express their strong concerns about the decision and the potential effects on the mission and purposes of the Association. The issue cannot be put to rest by simple reference to the will of the House of Delegates.

In general, these concerns are the following:

(1.) Why was this action by the House taken at this time?

The ANA Board of Directors had studied the issue and recommended that the decision be deferred until they had completed their study and had had an opportunity to seek broad consensus on their recommendations. Further, there was only one state that was even near to being eligible to admit associate nurses to membership. Our members believe that the action was premature and that inadequate opportunity was provided for member SNAs to work through the issue with their memberships.

(2.) What will the impact of this decision be on the ability of the American Nurses Association to focus its energy and resources on the needs of professional nurses?

It appears to our members that the Association is already deeply divided on fundamental issues such as credentialing, economic and general welfare, the growing diversity among constituent member state nurses' associations, political action and others. Our members are especially concerned that the inclusion of a new body of technical nurses in our membership could make it nearly impossible to achieve urgently needed unity of direction and purpose on these and many other issues.
(3.) Was there clarity and understanding of the Delegates concerning the meaning of "Associate Nurse"?

Many of our members confused the term "associate nurse" with the present registered nurse who holds an associate degree. Similarly, debate in the House of Delegates included several statements of support for the continued membership of nurses who have earned associate degrees. Even though the continued membership of registered nurses, regardless of their educational qualifications was never in question, it was apparent that some participants in the debate believed that a vote to extend membership to the future associate nurse was a vote to guarantee continued membership for the registered nurse who holds an associate degree.

As you know, these concerns culminated in resolutions being submitted to the voting bodies of both the Pennsylvania and New York Nurses Associations that would, if adopted, have withdrawn our Associations from constituent membership in the American Nurses Association. After months of dialogue and, at times, heated debate within our Associations, the respective voting bodies adopted substitute resolutions which reaffirmed our commitment to reinstating ANA's original mission and purpose as a national organization of professional nurses. A report of our progress toward achievement of these goals will be presented to our respective voting bodies at our conventions this fall, along with the proposed bylaws amendments and resolutions related to withdrawal from ANA.

The purposes of this forum are to continue dialogue with you around this critical issue, to explain the concerns of our memberships more fully, and to answer any questions you may have concerning the actions being considered by our respective Associations.

Our plan for the forum is that each of the three SNA Presidents will make a brief (ten minute) presentation of their particular State's viewpoint. We will then open the forum to free discussion. For your information, a representative of the ANA Board of Directors was invited to participate. (JHH: My understanding is that someone will be present...we will have to identify and introduce.)

3. PRESENTATION BY CAROL POLIFRONI, PRESIDENT OF THE CONNECTICUT NURSES ASSOCIATION

4. PRESENTATION BY ELIZABETH CATHCART, PRESIDENT OF THE PENNSYLVANIA NURSES ASSOCIATION

5. PRESENTATION BY DR. JUANITA HUNTER, PRESIDENT OF THE NEW YORK STATE NURSES ASSOCIATION
PRESIDENT HUNTER'S PRESENTATION
NYSNA/PNA/CNA Open Forum re Membership

In 1986, the ANA House of Delegates directed the Committee on
Bylaws to prepare proposed amendments of the ANA bylaws which
would permit SNAs to extend membership to the technical nurses of
the Future. At the same time, the House asked the ANA Board of
Directors to conduct an in-depth study of the various
alternatives for membership of the technical nurse.

NYSNA delegates at that meeting voted unanimously against the
proposal to bring forth bylaws amendments in 1987, believing that
the ANA Board study should be completed and distributed to the
States with sufficient time for the SNAs to refer the matter to
their own voting bodies for their consideration, PRIOR to any
action of the ANA House of Delegates.

Following the close of the 1986 House of Delegates, the ANA
Board of Directors appointed a task force to conduct the study of
membership alternatives. The Task Force was unable to complete
its work in the short period of time allotted and therefore
recommended that action on the bylaws related to membership be
deferred until 1988 in order to permit the Board to complete its
study.

The NYSNA Board of Directors reviewed the preliminary report
of the ANA Board, which was not available until the second
delegate mailing early in May, 1987, and concurred that action on
the membership issue should be deferred until 1988. The NYSNA
Board continued to believe that this was a matter of utmost
importance to the future of the organization and that the
completed study and proposed bylaw amendments should be available
to the SNAs for study and possible SNA voting body consideration
before any action of the ANA House of Delegates. The NYSNA Board
and Delegates to the 1987 House strongly believed that premature
action on the membership issue would result in alienating and
dividing our membership at a time when our profession was in
great need of cohesive leadership.

NYSNA delegates to the 1987 House were extremely disappointed
that the preliminary report of the ANA Board of Directors
received no substantive discussion either in Reference Hearing or
on the floor of the House. Indeed, it appeared that there would
be no consideration of deferring the decision in spite of the
strong appeal of several SNAs and the ANA Board. Debate in the
House of Delegates was tightly controlled and brought to a close
by delegations which believed that no further substantive debate
was necessary or desirable.

NYSNA believed that there was significant confusion among
some delegates as to the meaning of the vote, especially since
some delegates spoke in defense of retaining as members
registered nurses who had earned associate degrees. There was,
of course, no question before us on the continued membership of
those nurses.

Following the close of the House of Delegates, the NYSNA
Board of Directors reviewed the action of the House and the communications of delegates and members on this matter. The Board recognized that the decision of the House was conclusive and that reconsideration of that decision was unlikely. The proposal to withdraw from constituent membership in the ANA was presented to the NYSNA Voting Body in order for the membership to have an opportunity to determine whether it wished for NYSNA to remain a part of an occupational association.

The Voting Body of NYSNA, with more than 1000 members in attendance, voted nearly unanimously in support of a substitute resolution introduced by the Board of Directors. That resolution states the Association's continued commitment to retaining NYSNA as an association of professional nurses and directs us to pursue all available means to reinstate ANA's original mission and purpose as a national self-governing organization of professional nurses. The resolution also directs that a progress report of our efforts be reported to the 1988 NYSNA Voting Body and that the proposed bylaws amendments and resolution related to withdrawal be resubmitted for further consideration.

The rationale for our members' concerns is as follows:

The strength and vitality of the profession of nursing are being drained by a variety of societal forces. It is clearly evident that our practice is being eroded and attacked through powerful interest groups who speak in the name of cost-containment, efficiency, and other apparently worthy objectives. Our declining ability to recruit the best candidates for nursing, the closure of prestigious schools of professional nursing, abysmal conditions of practice in our health care institutions, so-called "down-substitution" of numerous occupational groups for professional nursing positions, our inability to achieve enactment of vitally needed legislation are but a few examples of a decaying and destructive environment for the profession and for the public whom we attempt to serve.

In the midst of this discouraging and alarming setting, the organizations and institutions which provide leadership and direction for the profession are often rendered powerless and confused by their inability to achieve consensus internally and among themselves. In well-intentioned efforts to promote consensus and a unified voice for nursing, the professional nursing organization (ANA) has had to compromise, over and over again, on key issues and directions for nursing. Because of these compromises, our organization has been unable to focus its resources and our collective efforts on correcting the conditions which are threatening the continued existence of a profession of nursing and the public's access to qualified nursing services.

The decision of the ANA to diversify its membership and to embrace the "occupational" model will alter the basic nature, mission, and purposes of the only multipurpose state and national organization for professional nurses. By placing ourselves in the position of trying to meet the needs of other than professional nurses, ANA and its member SNAs will always have to
function in an environment of compromise. ANA and the SNAs will be unable to focus their resources and efforts on clearly establishing the profession of nursing when its standards, code of ethics, its policy positions, and its legislative agenda must be acceptable to licensed practical nurses, associate nurses, or any others who are not professional nurses.

Certain parallels and examples may be helpful. Imagine the law profession admitting paralegal assistants to membership in the American Bar Association, or the medical profession admitting physicians' assistants to the AMA with full voting rights and privileges. Think of the conflicts that are so apparent within the National League for Nursing, an organization which just last month again demonstrated its inability to take a clear stand on the entry into practice issue because of the competing interests within itself. Think also of the situations in which labor unions comprised of diverse groups have attempted to speak for nursing and have necessarily mediated and compromised the standards, concerns, and priorities of the professional nurse members.

Nurses in these and similar situations have repeatedly asserted their conviction that professional nurses must have an organization whose purpose, agenda, functions, and resources are committed to the protection and advancement of professional nurses and the nursing profession. NYSNA believes that ANA and the SNAs are and must continue to be that organization.

In June, 1987, the ANA House of Delegates voted by an overwhelming margin to abandon its commitment to represent the profession of nursing and adopted an occupational model for membership in the Association. In the opinion of the NYSNA Board surrounding this action were so timed that NYSNA's Board and Delegates to the ANA House of Delegates had insufficient opportunity to consult our membership. Our protests and pleas there was very little appreciation for New York's position.

Following the House of Delegates' action, the NYSNA Board identified was: Should NYSNA and ANA remain associations of professional nurses, or should NYSNA accommodate the occupational model adopted by the House of Delegates? After study, acted.

The clearest possible way to frame the question was to propose amendments to the NYSNA bylaws which deleted all reference to our constituent status in ANA, followed immediately by a resolution to withdraw. A letter to that effect was mailed to every member, and the President and Executive Director of ANA were notified of our action. Twenty-two open forums were held throughout the State, and a twenty-third here at convention. The purpose of the forums was to explain the Board's action, provide a record of every letter and phone call, and extensive notes made at every forum.

It is our sense that there is overwhelming support in New York for maintenance of the professional model for membership withdrawal from ANA on November 1st. In addition, there is still considerable confusion as to the meaning of the term "associate nurse."

The Board is aware that there are efforts being made at the national level to resolve this critical conflict. The Executive Committees of ANA and NYSNA have met and there have been several additional conference calls. The ANA President and Board have pledged themselves to a full and complete study of the membership issue.

We are not comfortable with the rather vague nature of the ANA Board's commitment, and there is no documented evidence that willing to reconsider. However, a sizable portion of our own membership is pleading with us to try once more to work within
We have no desire to ignore them, as we were ignored in Kansas City.

The Board is not sanguine about the possibility of an easy resolution of this dispute. We believe that NYSNA can be protected if our resolution makes clear that we will closely monitor ANA activities concerning this issue. If a satisfactory resolution cannot be reached, the NYSNA Board recommends that the proposed bylaws and resolution re withdrawal be acted upon at our convention in 1988. If ANA wants NYSNA as a member, the ANA Board must take leadership in resolving the conflict.

If this resolution is adopted, New York has the opportunity to once more make its case at the national level, and the membership of NYSNA can review those actions and their results in 1988.

The Board wishes to represent the interests of every one of its more than 30,000 members. We are aware that for many of you, this action may be perceived as retreat. But we believe it is consistent with our past actions and our leadership role. We were radical in affirming our commitment to professional nursing; we can be moderate when the circumstances call for moderation. The final word must be: NYSNA will remain the voice of professional nursing in New York State.

THE NEW YORK STATE NURSES ASSOCIATION

RESOLUTION ON ORGANIZATIONAL MISSION
Approved by the 1987 NYSNA Voting Body

WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;

WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;

WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;

WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses; therefore be it

RESOLVED, that NYSNA remain committed to preserve and maintain the historic nature, mission and goals of the New York State Nurses Association as the professional association for registered nurses in New York State, and be it further

RESOLVED, that NYSNA and its delegates to the 1988 ANA House of Delegates pursue all available means to reinstate ANA's original mission and purpose as a national self-governing organization of professional nurses and to maintain the constituent SNAs as organizations of registered professional nurses, and be it further

RESOLVED, that a report of progress toward achievement of these goals, the proposed NYSNA bylaws amendments and the resolution related to withdrawal from ANA be submitted to the 1988 NYSNA Voting Body.
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<tr>
<th>FACTS</th>
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<tr>
<td>1. Percent of all SNA members from NYSNA</td>
<td>17.77%</td>
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<td>2. Percent of ANA dues revenue from NYSNA</td>
<td>FY 1986</td>
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<td></td>
<td>16.9%</td>
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<td>3. Percent of NYSNA expenses related to ANA affairs</td>
<td>FY 1986</td>
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<tr>
<td></td>
<td>27%</td>
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<td>4. Amount of NYSNA dues revenue paid to ANA</td>
<td>FY 1986</td>
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<tr>
<td></td>
<td>$1,536,311</td>
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<td>5. Other expenses incurred as an SNA member of ANA:</td>
<td>FY 1986</td>
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<td></td>
<td>Election of Delegates to ANA Constituent Forum House of Delegates</td>
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<tr>
<td></td>
<td>2,045</td>
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<td></td>
<td>26,171</td>
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<tr>
<td>6. Number of NYSNA members with ANA Council affiliation</td>
<td>430 (1985)</td>
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<tr>
<td>7. Number of NYSNA members who are certified by ANA</td>
<td>1840 (1985)</td>
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<tr>
<td></td>
<td>Number of New York residents certified by ANA</td>
</tr>
<tr>
<td>8. Number of NYSNA members in elected offices in ANA (Councils, Cabinets and Board of Directors)</td>
<td>6</td>
</tr>
<tr>
<td>9. Number of NYSNA members who are appointed officials in ANA</td>
<td>5</td>
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I. DOES NYSHA HAVE THE LEGAL AUTHORITY TO WITHDRAW FROM ANA?

Yes. NYSHA is a separately incorporated legal entity from ANA. Recognition by and participation in the ANA Federation is a purely voluntary relationship. There is no contractual or legal requirement that NYSHA continue that relationship.

II. IS THERE A PRECEDENT FOR THE ACTION PROPOSED?

No other constituent SNA has proposed withdrawal from ANA. Several other SNAs, however, have indicated their dissatisfaction with financial and other relationships with ANA.

In 1985, the Province of Quebec's Nurses Association chose to disaffiliate from the Canadian Nurses Association. This association (OIIIQ) has indicated that the only adverse impact of their decision has been the lack of participation in the ICN.

III. IN THE EVENT THAT NYSHA WITHDRAWS FROM THE ANA FEDERATION, WHAT ARE THE ANTICIPATED EFFECTS ON NYSHA ORGANIZATIONAL, PROGRAMMATIC, AND INDIVIDUAL MEMBER ACTIVITIES?

1. Does NYSHA's membership in ANA contribute to the administration of NYSHA?

No. NYSHA processes its own membership applications, fees, and data collection/analysis. NYSHA is not the recipient of any ANA grants or loans for programmatic or administrative activities. NYSHA retains or employs its own corporate, legal and financial consultants.

2. How would NYSHA's Legislative Program be affected?

NYSHA's Legislative Program is primarily directed to legislative objectives in New York State. ANA's Legislative Program is directed to national (federal) legislative objectives. Therefore, there are no anticipated consequences to NYSHA's Legislative Program. NYSHA could subscribe to ANA and other publications related to national legislative goals.

It is possible that NYSHA members will be less visible at the national level; for example, as providers of ANA congressional testimony, as ANA Congressional District Coordinators, etc. However, since NYSHA and its members are recognized as important resources for such activities, it may be possible to collaborate with ANA in selected activities. NYSHA may also wish to contract with ANA or other organizations for the provision of selective lobbying activities at the national level.

3. How would NYSHA's Nursing Education Program be affected?

a) NYSHA has always and would continue to monitor national developments in nursing education; for example, entry into practice legislation, and standards of nursing education.

Subscriptions to national and state publications may be sufficient for this purpose. Selected collaborative relationships with ANA and other nursing organizations may be developed.

Since ANA currently participates in a variety of liaison relationships with other organizations such as NLN, AACN, and National Councils of State Boards of Nursing, NYSHA may have less voice in the direction of these relationships.

b) NYSHA is currently accredited by ANA as a provider and approver of continuing education programs. NYSHA's provider status would not be affected because ANA accredits a variety of organizations. (NYSHA would still be able to provide ANA accredited continuing education activities.) However, since ANA accreditation as an approver is currently limited to SNAs, the military and specialty nursing organizations, NYSHA's status may be challenged. (NYSHA may no longer be able to approve other agency continuing education activities for ANA.)

In any event, NYSHA may continue its own approval process. Already, 16 other SNAs have chosen not to participate in the ANA accreditation system.

4. How would NYSHA's Nursing Practice and Services Program be affected?

NYSHA occasionally receives consultation and information from ANA concerning national trends and developments in nursing practice. Again, it is possible that NYSHA could contract with ANA for specific services of this nature.

NYSHA does and would continue to purchase ANA and other publications related to nursing practice and services.

NYSHA members may be requested by ANA to be involved in national practice-related forums less frequently.

5. What impact would there be on NYSHA's Economic and General Welfare Program?

NYSHA does not do collective bargaining. NYSHA's recognition and certification as a collective bargaining agent for nurses in New York State is completely independent of ANA. Therefore, any effect on NYSHA's representation of nurses is minimal. ANA holds the national "consultation" rights with respect to collective bargaining with the national office of the Veterans Administration. This consultation is simply a matter of exchange of information and recommendations to the VA on nursing issues. ANA is not involved with negotiation of contracts with local VA facilities.

NYSHA currently provides assistance to ANA in such matters as contract analysis, data collection, and consultation with ANA staff and legal counsel. In matters of national interest, ANA has occasionally provided NYSHA consultation of ANA staff and legal counsel.
Potential vulnerability of existing or new bargaining units to raids by competing labor organizations based on perceived disadvantages of ANA disaffiliation is unknown. However, NYSNA members (and bargaining units) have traditionally identified most strongly with the state organization. These members may perceive an advantage to further concentrating NYSNA financial and human resources on NYSNA affairs.

6. How would NYSNA's Communications/Public Relations activities be affected?

NYSNA currently develops and produces the vast majority of its own communications and public relations materials. NYSNA members may be contacted by or through ANA less frequently for national public/media presentations. However, NYSNA presently develops its own media contacts, and has been very successful in these efforts within the state.

7. How would NYSNA's Library and other information resources be affected?

NYSNA currently receives one copy of all ANA publications without charge. However, these publications are available by subscription. NYSNA holds membership in the Interagency Council on Library Resources and represents ANA in that organization. NYSNA participation on the Council could continue.

8. What will be the effect on NYSNA membership?

It is difficult, at this time, to assess the impact on the number of NYSNA members. Membership may be increased by the addition of nurses who are committed to a clear focus on issues relevant to the profession of nursing. Membership may be decreased by the loss of nurses who do not understand or who disapprove of the decision taken by the Voting Body.

Some members may elect to join other SNAs in order to participate in ANA affairs. Some members of other SNAs may choose to join NYSNA because of this position.

9. What would be the effects on individual NYSNA members?

a) Dues

It is not immediately clear what financial obligations will be incurred in the process of withdrawal.

It will be necessary to assess what additional services NYSNA may wish to develop. Several options may be available.

The concentration of NYSNA financial resources within NYSNA may enable the Association to postpone a dues increase, to consider new and improved services to members, and/or to further reduce member fees for attendance at such functions as NYSNA's continuing education programs.

b) Insurance (A)

NYSNA members may no longer be eligible for ANA group plans. However, it is very likely that NYSNA will, in the near future, offer similar group plans. Also, it may be possible to negotiate with the present ANA plan sponsors for transferability.

c) Publications

All ANA publications are available by paid subscription. NYSNA members currently receive only American Nurse without charge. It is possible that NYSNA could negotiate for reduced group rate subscriptions to some publications.

d) Convention/CE Programs

Non-ANA members may participate in ANA sponsored CE programs at a higher registration fee than members.

e) ANA House of Delegates

NYSNA no longer would send a delegation to the ANA House of Delegates. However, non-member RNs may attend and speak at the House of Delegates.

f) Election/Appointment to ANA Positions

NYSNA members would be ineligible for ANA elected/appointed positions unless they elected to hold membership in another constituent SNA.

g) ANA Council Affiliation

NYSNA members would be ineligible for ANA Council affiliation unless they elected to hold membership in another constituent SNA. NYSNA could consider development of additional clinical or functional units to provide the particular information and services currently available through ANA Council affiliation.

h) ANA Academy of Nursing

NYSNA members would be ineligible for Academy membership unless the Academy altered its requirement for constituent SNA membership.

i) Certification

NYSNA members would continue to be eligible for ANA certification, but would be required to pay a higher fee for this service.

10. What effects could occur with respect to NYSNA's relationships with other organizations?

NYSNA currently maintains organization membership or liaison relationships with more than 30 other health/professional associations. None of these relationships are contingent upon our constituent status, nor is it anticipated that these relationships would in any way be diminished.
ANA is the national member of ICN and would continue to be so. NYSNA members would be ineligible to attend ICN meetings. It will be necessary to study how NYSNA would be able to have a voice in international nursing.

NYSNA's relationship to the constituent SNAs may be adversely affected. However, over time, it is possible that collaborative alliances with SNAs could be established. It is also possible that some other SNAs would view NYSNA's withdrawal as a positive decision and these relationships could be strengthened.

11. How would withdrawal as an ANA constituent effect NYSNA's utilization of the ANA Code for Nurses and professional standards?

NYSNA could consider adoption of ANA Code for Nurses and appropriate professional standards provided they are consistent with NYSNA positions.

NYSNA could consider development of its own Code for Nurses and professional standards. In the past, NYSNA has developed several statements of standards and positions which have been utilized by ANA.