1989

NYS NPA; Series I; File 113

Juanita Hunter

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To Linda Damone - N\:

Hope membership issue will be talked
would be expanded to include
premise. I am reluctantly

shy off take away from personal issue
open dialogue needed to create forum to take leadership
would support dialogue - would moderate forum
made to get off membership

P5. would expedite a forum
get specific dates, opinions
set year to easily to decide
continue to achieve

P3. educators believe they are beginning trend
Dialogue on issues would be helpful
would appreciate hearing from others at their
point of view
are: Margretta Styles, chairperson; Virginia Trotter-Betts; Juanita Fleming; Norma Lang; Cecilia Mulvey; Myra Snyder.

Members of the Advisory Panel are: Brigadier General Clara Adams-Endor, Doris Blaney, Malinda Carter, Barbara Donaho, Vernice Ferguson, Jeanette Hartshorn, Sue Hegyvary, Pamela Hoskins, Ada Jacox, Karen MacDonald, Robert Piemonte, David Ranck, Muriel Shore, Eleanor White.

Prior to the NYSNA Convention, members received a letter about the membership issue from the ANA. Those letters were sent using NYSNA mailing labels, without the Association's knowledge or consent. Since then ANA has been informed that NYSNA member mailing labels are the property of NYSNA and their unauthorized use strictly prohibited.

NYSNA's proposed withdrawal from the ANA has generated considerable press coverage, some of it quite misleading. Several local newspapers hopelessly confused the "associate nurse of the future," who will not be an RN, with a currently-licensed RN educated in an associate degree program. Even the nursing media contained inaccurate information.

When that happened, President Hunter submitted requested corrections.

The December 4th issue of Modern Healthcare, which features statements by both ANA officers and NYSNA President Juanita Hunter, also seriously misstates the issue. To clarify: NYSNA welcomes as members all RNs, regardless of their educational preparation, and will continue to do so. Anyone who is currently an RN will remain an RN and a valued member of NYSNA despite any changes in educational requirements for licensure. That is - and always has been - NYSNA's position.
WHO MAY BELONG TO NYSNA AND THE ANA?  

Membership Issue Update

After several months of debate over whether NYSNA should withdraw from the ANA over the letter's intent to admit members who were not RNSs, NYSNA's 1987 Voting Body passed a resolution that:

(a) postponed a vote on withdrawal until 1988;

(b) mandated that NYSNA "pursue all available means" to reinstate ANA's original mission as an organization for RNs only.

This column will keep you informed about relevant developments.

---------------------------------------------

In 11/87, the NYSNA Board of Directors submitted proposed bylaw amendments to the ANA Bylaws Committee to restore registered nurse licensure as a qualification for membership.

President Juanita K. Hunter attended the December meetings of both the ANA Constituent Forum and Board of Directors to interpret NYSNA's position and press for its acceptance.

At its December meeting, the ANA Board of Directors unanimously passed a resolution recommending action that would, in effect, defer any implementation of the bylaws changes passed at the June 1987 House of Delegates until after the completion of a new study on the membership issue. A progress report on that study is due in June, 1988. The final report will be completed in June, 1989.

To carry out this study, the Board has appointed a Commission on Organizational Assessment and Renewal. Members of the Steering Committee
American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
08161 476-8720
Washington Office
1101 15th Street, N.W.
Suite 200
Washington, D.C. 20005
202/789-6000

February 1, 1988
Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Dr. Hunter:

During its January 7-8, 1988 meeting, the ANA Committee on Bylaws reviewed the New York State Nurses Association's proposal for amending the ANA Bylaws to restore the membership requirement of licensure as a registered nurse in conjunction with requests from state nurses' associations and ANA organizational units. After considerable deliberations, the committee decided not to forward to the 1988 ANA House of Delegates any amendments to the new Article II, Section 2c of the ANA Bylaws. The committee noted that the 1986 house directed the Committee on Bylaws to develop an amendment to provide for membership of the associate nurse of the future and the 1987 house adopted the amendment. There is no compelling evidence to indicate the house wishes to alter its previous action. However, the committee is confident that its normal process in reviewing ANA bylaws for conformity to the ANA Bylaws is such that ample time exists for completion of the work of the ANA Commission on Organizational Assessment and Renewal and its report to the 1989 House of Delegates. Therefore, the committee believes there is time for clarification, discussion and resolution of all relevant issues.

In related action, the Committee on Bylaws rendered its interpretation of Article II, Section 2c which will be distributed to all SNAs in an upcoming Friday mailing.

Thank you for your thoughtful suggestions.

Sincerely,

Barbara Blakeney, R.N.
Chairperson
Committee on Bylaws
BB:WM:dp
cc: Martha L. Orr, M.N., R.N., executive director, New York State Nurses Association

December 2, 1987
Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Dr. Hunter:

Thank you for your letter of November 25, 1987, in which the New York State Nurses Association proposes that the ANA Committee on Bylaws consider amendments to the ANA Bylaws to restore the membership requirement of licensure as a registered nurse.

The next regularly scheduled meeting of the Committee on Bylaws is January 7-8, 1988, at which time the committee will consider your suggestion in conjunction with other proposals for bylaws amendments. Staff to the committee will keep you apprised of action on this issue subsequent to the meeting.

Again, thank you for your input.

Sincerely,

Barbara Blakeney
Chairperson
Committee on Bylaws
BB:WM:dp
cc: Martha L. Orr, M.N., R.N., executive director, New York State Nurses Association

#113 NYS NPA
Dear Ms. Blakeney:

In accordance with the enclosed resolution adopted by the October, 1987, Voting Body of the New York State Nurses Association, the Board of Directors of NYSNA requests that the Committee on Bylaws consider amendments to the ANA Bylaws to restore the membership requirement of licensure as a registered nurse.

The rationale for this proposal includes the following:

1) The actions taken by the 1987 House of Delegates were premature. A fundamental change in the mission and purpose of a membership organization should not have been made without (a) completion of the organization study undertaken by the Board of Directors; (b) widespread dissemination, analysis, and discussion of the study's results within the membership and entire nursing community; and (c) an ample period of time to provide opportunity for member State Nurses Associations to consult their members, legal counsel and other resources utilizing both the ANA Board's completed study and the internal mechanisms of each SNA.

2) There is widespread, albeit anecdotal evidence that many delegates to the 1987 ANA House of Delegates did not fully understand the issues and future implications of this decision. The ANA Board study was incomplete and was received much too late to permit delegates to engage in systematic analysis of that document and dialogue with nurse colleagues and others within their SNAs. It is very clear that many delegates confused the term "associate nurse" with the present registered nurse who holds the associate degree.
3) At least two (and possibly other) SNAs (New York and Pennsylvania) strongly believe that this revision of membership requirements threatens the future of the professional nursing organizations that proposals to withdraw from the Federation were acted upon by their voting bodies in October. As you are aware, in both of these states, nearly unanimous support of the voting bodies for maintenance of the professional model was expressed. In both of these states, the proposed withdrawal from ANA will be reintroduced to their voting bodies in October, 1988, unless there is substantive progress to restore the membership requirement of licensure as a registered nurse.

4) The ANA Board of Directors has made a clear commitment to a "full, extended study of the organization's membership and related structures in the evolving Federation." It is the position of NYSNA that it would be inappropriate to implement the present bylaws requirements re membership until this study is completed and all steps previously outlined in #1 above are completed. Admission of technical nurses to full membership, once begun, would be exceedingly difficult to reverse or change should such a change be suggested by the ANA Board study.

5) It does not appear that a delay of implementation of the Bylaw amendments adopted in 1987 is legally possible through any other means than a reversal of the decision. Once adopted, a bylaw of a corporation goes into effect immediately unless a different date of implementation is specified in the bylaw or proviso at the time it is adopted. NYSNA does not believe that it is sufficient to assert that the bylaw amendment which mandates admission of the Associate Nurse of the future is "moot" at the present time.

6) To our knowledge, there has been no communication with current LPN/LVN organizations, and/or the unions which represent current technical nurses concerning their beliefs and/or desires related to possible membership in the professional nursing organization.

NYSNA will be pleased to consult with the Committee on Bylaws concerning this proposal and rationale should you desire.

Sincerely yours,

Juanita K. Hunter, EdD, RN
President

cc: NYSNA Board of Directors
ANA Board of Directors
Executive Committee of Constituent Forum
SNA Presidents and Executive Directors
DO YOU REALLY WANT THE PENNSYLVANIA NURSES ASSOCIATION TO STAND ALONE?

BE THERE TO VOICE YOUR OPINION ON THIS ISSUE!

WHEN: October 15
WHAT: The Pennsylvania Nurses Association 84th Annual Convention
WHERE: Hershey Lodge and Convention Center
Hershey, Pennsylvania

The Benefit of Solidarity...
What it Means to You
THE QUESTION: A DIFFERENCE OF OPINION

The QUESTION is whether the Pennsylvania Nurses Association should withdraw as a constituent state member of the American Nurses' Association (ANA), the nationally recognized voice for all of nursing, is a federation made up of 53 constituent member associations including all 50 states, the District of Columbia, and the Virgin Islands. The difference of opinion concerns the role the associate states of the future will play in the professional association.

In June, the ANA House of Delegates adopted a bylaws amendment to admit future associate states to membership. After the amendment was adopted, a proviso was introduced by the New York State Delegation and adopted by the House. The proviso made clear that a state nurses association will not be required to admit the associate states to membership until two years after that state has enacted new educational requirements. The only state eligible to implement the House action is the state of North Dakota. It does not intend to take such action and will not be mandated to do so until 1989.

ANA, working with its constituent members, has initiated a broad extensive study regarding membership and related structures within the federation.

Dear Member:

During the Pennsylvania Nurses Association Convention, you will have the opportunity to cast a vote of critical importance to the future unity of nursing, a vote on whether or not to secede from the American Nurses' Association. This brochure is your chance to look at the facts.

The Consequences of Secession

**WHAT WILL PNA LOSE?**

- One of the Most Powerful Lobbies in Congress
  - Third-party reimbursement
  - Medicare
  - Nursing's Visibility with Federal Agencies
  - Safety for nurses in the workplace
  - Reimbursement regulations
  - A Strong Political Education Program
  - Participation in National Efforts to Improve Nursing's Image in the Media
  - Free Copies of All ANA Publications
  - A Part in the National Campaign for Pay Equity
    - Litigation
    - Legislation
    - Data clearinghouse
  - Orientation and Advanced Staff Training in Labor Relations
  - Monitoring of Crucial National Nursing Issues
  - Central Billing and Dues Collection Functions
  - Critical Contacts with National Nursing and Health Care Groups
  - Protection of the Rights of Nurses in the Veterans' Administration
  - Access to ANA's Extensive Data Bank on Health Care and Nursing
  - Clearinghouse and Advisory Functions on Legal Regulation of Nursing Practice

**WHAT WILL YOU LOSE?**

- Input on National Standards for Nursing Practice
- Input on the Code for Nurses

- A Unified National Voice for Nursing
- Certification Opportunities at a 40% Discount
- Opportunity to Influence National Nursing Standards and Policies
- ANA Publications at a 35% Discount
- Professional Liability Insurance
- Discount Group Insurance Programs
  - Life, Excess Medical, Disability, Hospital Income
- Free subscription to The American Nurse
  - View of national nursing job market
- Congressional Representation in Washington, DC
- Participation in efforts that affect your job and working conditions
- Local Unit Leadership Development Workshops
- ANA Council Membership
  - Access to network of nurses in specialized areas of practice
- Resources that Fight for Pay Equity and Women's Rights
- Up-to-Date Information on National Issues and Trends in Nursing
- Chance to Serve as an ANA Delegate
- Chance to be Elected to ANA Office
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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Total Votes: 593
C. Convention Activities

1. Position paper
2. Meetings with individuals/delegates in designated room
3. Other

V. New Business

VI. Adjournment

EC: df
Meeting Between Executive Committees of
New York State Nurses Association
and
Pennsylvania Nurses Association
PNA Headquarters
February 16, 1988

I. Introductions

NYSNA
Juanita Hunter, President
Madeline Maegle, Director
Nettie Birnbach, Director
Martha Orr, Executive Director

PNA
- Elizabeth Cathcart, President
- Carol Brewer, Vice-President
- Barbara Klaus, Secretary
- Robert Campbell, Treasurer
- Denise Koval, Director
- Linda Mischen, Director
- David Ranck, Executive Administrator

II. Review positions regarding membership in ANA

A. Dr. Juanita Hunter - NYSNA
B. Elizabeth Cathcart - PNA
C. National Trends

III. Proposed Bylaw Amendments as to role of the Constituent Forum

IV. Strategies

A. What should be outcome of convention
B. Pre-convention
   1. ESREC - April, Mtg. with national involves in decision making
   2. Do we need to communicate with individuals/delegates
   3. Can we work with other states, IN, CT, RI, SD, NC

[Handwritten notes and signatures]
American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-0720

February 1, 1988

Elizabeth Z. Cathcart, M.P.H., R.N., C.N.A.A.
President
Pennsylvania Nurses Association
23480 Peach Valley Road
Dry Run, Pennsylvania 17220

Dear Ms. Cathcart:

During its January 7-8, 1988 meeting, the ANA Committee on Bylaws reviewed the Pennsylvania Nurses Association's proposal for amending the ANA Bylaws to restore the American Nurses' Association as a professional organization in conjunction with requests from state nurses' associations and ANA's organizational units.

After considerable deliberations, the committee decided not to forward to the 1988 ANA House of Delegates any amendments to the new Article II, Section 2c of the ANA Bylaws. The committee noted that the 1986 house directed the Committee on Bylaws to develop an amendment to provide for membership of the associate nurse of the future and the 1987 house adopted the amendment. There is no compelling evidence to indicate the house wishes to alter its previous action. However, the committee is confident that its normal process in reviewing SNA bylaws for conformity to the ANA Bylaws is such that ample time exists for completion of the work of the ANA Commission on Organizational Assessment and Renewal and its report to the 1989 House of Delegates. Therefore, the committee believes there is time for clarification, discussion and resolution of all relevant issues.

In related action, the Committee on Bylaws rendered its interpretation of Article II, Section 2c which will be distributed to all SNAs in an upcoming Friday mailing.

Thank you for your thoughtful suggestions.

Sincerely,

Barbara Blackney
Chairperson
Committee on Bylaws

cc: David R. Ramch, M.S.Ed., R.N., executive administrator, Pennsylvania Nurses Association
American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-5720
Margaret M. Styles, Ed.D., R.N., F.A.A.N.
President
Judith A. Ryan, Ph.D., R.N.
Executive Director

TO: SNA Presidents
FROM: Barbara Blakeney, R.N.
Chairperson
Committee on Bylaws
DATE: February 5, 1988
RE: ANA Committee on Bylaws Interpretation of Article II, Section 2c of the ANA Bylaws and Related Proviso

The ANA Committee on Bylaws at its meeting January 7-8, 1988 reviewed the action of the 1986 ANA House of Delegates which directed the Committee on Bylaws to develop an amendment to provide for membership of the associate nurse of the future and the subsequent action of the 1987 House of Delegates which adopted the amendment to Article II, Section 2c and the related proviso. The ANA Committee on Bylaws rendered the following interpretation of the 1987 amendment to Article II, Section 2c and the related proviso.

It is the opinion of the ANA Committee on Bylaws that at this time the membership of all constituent state nurses' associations is limited to registered nurses. The committee advises that Article II, Section 2c, published in the ANA Bylaws, as amended July 23, 1985, is in effect. That language is as follows:

A constituent SNA is an association that provides that each of its members has been granted a license to practice as a registered nurse in at least one state, territory, or possession of the United States and does not have a license under suspension or revocation in any state, or has completed a nursing education program qualifying the individual to take the state-recognized examination for registered nurse licensure as a first-time writer.

The proviso for Article II, Section 2c adopted by the 1987 House of Delegates states that no SNA is eligible to admit associate nurses into SNA membership until the SNA amends its bylaws following state governmental enactment of a statute or regulation which requires the baccalaureate degree in nursing for licensure as a registered nurse and an associate degree in nursing for licensure as an associate nurse. The committee recognizes that it is unrealistic to expect an SNA to change its bylaws immediately after the enactment of a statute or regulation. Therefore, the proviso provides the
SNAs, the ANA Committee on Bylaws and the ANA Board of Directors, latitude regarding implementation of the membership categories.

The committee noted that only one SNA is eligible to begin changing its bylaws to conform to the new qualifications for membership in ANA. The SNA recognizes that this process requires time and is committed to working with the appropriate ANA structural units as the process of implementation is clarified.

In addition, the committee identified some unresolved issues, such as differing eligibility requirements for membership among SNAs, which must be addressed by the SNAs and the ANA prior to enforcing conformity with the new qualifications for constituent status in ANA.

As the committee begins to review SNA bylaws for compliance with the new membership requirements, the committee is confident that its normal process for reviewing SNA bylaws is such that ample time exists for completion of the work of the ANA Commission on Organizational Assessment and Renewal, and its report to the House of Delegates, and for complete and full discussion around resolution of matters surrounding implementation of the membership categories.

The committee is committed to working with the board and all SNAs in understanding and resolving all relevant issues.

BAB:LS:dp

cc: SNA Executive Directors

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