



National Federation of Nurses Labor Academy Class Descriptions

Tuesday May 11, 2010

9:00-10:00 "The National Federation of Nurses: A New Kind of Union" Barbara Crane RN President, National Federation of Nurses
Barbara Crane, first President of our 70,000 member National Union, will describe the genesis of this new and dynamic Union; the core covenants and philosophy that makes our union a powerful new voice for nurses in this country.

10:00-11:00 "From Adversity to Advocacy: Creating Change Beyond the Bedside"
Karen Daley PhD, MS, MPH, RN, FAAN

Daley spent her entire nursing career as a staff nurse at Brigham and Women's Hospital in Boston where she began her career in 1973. She served as senior staff nurse there until January 1999 when she left clinical practice due to a needle stick injury that resulted in her infection with HIV and hepatitis C. Since that time, while continuing her role as President of her state nurses association, she became actively engaged on a state and national level as an advocate for legislation to mandate use of safer needle devices in health care practice settings. Karen will share her incredible and courageous journey from adversity to her role as nationally known advocate.

11:30-1:00 Concurrent Session #1

Session A "Compassion Fatigue" Sally Watkins PhD, MS, RN
Caring too much can hurt. When caregivers focus on others without practicing self-care, a secondary traumatic stress disorder now labeled Compassion Fatigue can surface. Sally will discuss this concept given all nurses have the potential to experience this as they care for patients and others. She will help us recognize the signs and symptoms of compassion fatigue, including the behavioral, physical, and spiritual and job performance changes that a nurse may experience. She will also discuss effective interventions – a first step towards healing.

Session B "Employer financials-Focus on the true Picture" Robert Allen
In order to be fully informed of the financial state of the employer, it is important to analyze the financials submitted by the employer to the negotiating team. The financial reports requested should include all financial reports including the sub entities of the employer and their specific financial reporting. Better assessment of the whole financial picture can often reveal the true picture and put your team in a much stronger position as you begin bargaining. Robert will demonstrate the basics of examining this important information.

Session C "The Art of Confident Negotiating" Lorraine Sediell MS, RN
Negotiations can be described as an interrelationship among interests, rights and power. But what makes for it's success? Beyond the fundamental nuts and bolts of the negotiating procedures, this workshop focuses on the "art" and "character" of negotiations for bargaining committees to draw upon, to enhance the union team's potential for success."

Session D "Effective Messaging: Focus on Talking Points" Scott Palmer
We hear the term "talking points" all the time, often followed by the instruction "make sure you stay on message!" What are talking points? How do you create them? Why are they important, and how can they help nurse leaders "stay on message." Talking points are more than a series of statements; they are the foundation of an effective public relations campaign and are the key to any number of PR tactics: press releases, interviews, slogans, newsletters and



FAQ's. This session, Oregon will train nurse leaders on how to craft effective talking points for any campaign, issue or project and discuss ways of incorporating those talking points into a broader communication strategy.

2:00pm-4:00 Concurrent Session #2

Session A "Just Cause and the Burden of Proof: the vanguard of Patient Advocacy" **NYSA Staff**
Does the employer have the right to discipline a nurse for advocating for her patient? This workshop promotes the nurses right to engage in patient advocacy measures, while exploring the legal basis for an employer's right to discipline its workers. Learn about the employer's burden of proof in disciplinary cases, including the seven tests of just cause, which serves as the basis for discipline. Identify the role of the nurse regarding patient advocacy; identify legal factors such as whistleblower laws and contractual just cause provisions; describe Duty of Fair Representation; the union's right to information and the 7 tests of just cause and the implications of each.

Session B "Understanding the basics of the ADA and the FMLA" **Kelly Trautner JD**
It seems like grievance officers are hearing these terms more and more as nurses' struggle with increasing workplace injuries, demands of young families and aging parents and health issues of their own. What is the union's obligation in these complex issues? How does the contract and grievance language apply? Where does the union's responsibility begin and end? What about DFR's? Discuss and learn about these very important laws and how they are applied in a unionized environment.

Session C "Ethics, malpractice and union representation: addressing practice dilemmas" **NYSNA Staff**
Do you question if, while acting as a union representative, you are still engaged in the practice of nursing? Do you sometimes find yourself conflicted and confused about how to blend your practice and representational roles? Join us in a discussion and review of the laws and regulations that govern nurses who act as union representatives in a nurses union. Learn how to recognize and effectively manage moral distress, ethical dilemmas, and representational conflicts.

4:15-5:45 Concurrent Session #3

Session A "Substance Abuse and Peer Assistance" **Jean Sullivan**
Chemical dependency is a disease. Addiction is a complex disease. It is characterized by compulsive, at times, uncontrollable drug cravings, seeking and using persist even in the face of extremely negative consequences. For the impaired health care practitioner, consequences can mean loss of family, license to practice, career, or even life itself. One out of 10 health care professionals experiences a problem with drugs or alcohol over the course of her or his career. All too frequently, chemical dependency jeopardizes their license to Practice and ultimately the public who depend on them for care. Chemical Dependency treatment works.

Session B **Work Actions that strengthen RN Contract Campaigns** **Jason Hatch**
This session will examine the value of organizing and work actions in support of stronger contract negotiations. We will review basic contract campaign components and provide tools to RN leaders that can be readily applied in each bargaining unit. We will also brainstorm and draft a campaign calendar together.

Session C **New Developments in Labor Law** **Tim Sears JD**
New court decisions, arbitration rulings, Unfair Labor Practice decisions, all affect and determine the union's ability to effectively represent our members. In this ever changing labor environment, unions must stay abreast of the latest information or risk DFR's or ULPs. This experienced labor attorney will review a few of the recent legal and administrative decisions that may affect you and your members.



Session D Avoiding Violence in the Workplace

Gingy Harsey-Mead MN RN

The workplace has become more and more violent. Nurses experience violence in many forms, and anger and other forms of violence from patients, co-workers and physicians is frequently focused on the nurse. How do we as professional nurse's deal with this ever increasing problem? We'll learn what different states and agencies are doing to contain this problem; how to recognize and avoid violent situations and some real and practical ways to protect yourself and others.

Wednesday May 12, 2010

9:15-10:45am Concurrent Session #4

Session A "Substance Abuse and Peer Assistance"

Jean Sullivan

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Session C Organizing Skills Training (based on the Wellstone training)

Oregon Nurses Association

Update and refine your organizing skills from expert organizers from the Oregon Nurses Association.

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Concurrent Session # 5 11:00-1:00pm

Session A Environmental Health and Workplace Hazards for Nurses" Karen Bowman MN, RN

Join this nationally known Environmental/Occupational Health expert as she outlines some of the hazards nurses deal with daily in their practice. She will offer new insights, new information and change your attitude about hazards nurses "just take for granted". You are guaranteed to have fun, be engaged in a lively discussion, and come away excited about the environmental health.

Session B "Just Cause and the Burden of Proof: the Vanguard of Patient Advocacy" NYSNA Staff

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Concurrent Session #6 1:45-3:00pm

Session A **“Work Actions That Strengthen RN Contract Campaigns”** **Jason Hatch**
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Session B **“The Art of Confident Negotiating”** **Lorraine Seidel MN RN**
Negotiations can be described as an interrelationship among interests, rights and power. But what makes for its success? Beyond the fundamental nuts and bolts of the negotiating procedures, this workshop focuses on the “art” and “character” of negotiations for bargaining committees to draw upon, to enhance the union team's potential for success.”

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Session D. **Professional Liability Issues for Registered Nurses**
The study of professional liability claims involving licensed nurses will be presented including a focus on high risk areas. Recommendations for reducing risk will be presented and discussed.

3:15-4:00pm

Ending Session: “Winning for Nurses; Winning for Patients; Winning for America” **Stewart Acuff AFL/CIO**