



# CAPNOTES

A Publication of The Wisconsin Association of Licensed Practical Nurses

## President's Message

BY JOANN SHAW, WALPN PRESIDENT

I am so excited to be able to announce that the Wisconsin Association is finally going to have a face-to-face Conference April 24 th -25 th , 2022 at the Wintergreen/Clarion Hotel in Wisconsin Dells. We are promising awesome speakers to enlighten us, Raffles, Bazaar items, and best of all networking with LPNs, Students PN, and Educators. Hope to see you all there.

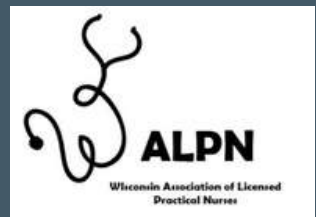
Healthcare has been punched in the gut, dragged around, and have made the most dedicated people, to change their minds and leave nursing. My plea is that, when you feel the need to quit, and change direction, stop, breath, take time for yourself, and remember why you choose to become an LPN.

For me, I was 5 years old, was hit by a truck and was in the hospital. The Nurses that took care of me we so kind. I knew I wanted to do just like them. I graduated for Lakeshore Technical Institute in January 1973, and have been working as PROUD LPN ever since. The best decision I ever made for myself professionally, and personally was to join The National Association of Licensed Practical/Licensed Vocational, INC. in 1976.

One might ask, "why didn't you join before 1976?" the answer is simple. No one that taught LPNs, ever talked about our professional organization, NALPN. Today, I hear the same thing, "I never heard of the LPN organization (NALPN/WALPN), no one ever told us." So, I am asking you to, spread this knowledge to other LPNs.

Wisconsin is one of the Lucky states that has a State Chapter in NALPN. The WALPN Board of Directors works hard for ALL LPNs In Wisconsin. When you become a NALPN member, you are automatically a member of WALPN at no extra cost, however you receive all the National, and State benefits.

Thank You,  
JoAnn Shaw WALPN President  
1-920-901-0988 czekala2118@gmail.com



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# Calendar of Events

- February 2022 WALPN newsletter "Capnotes sent" to members
- April 24 th -25 th , 2022 WALPN Conference @ the Wintergreen/Clarion Hotel, Wisconsin Dells (all members welcome to come)
- April 24 th , 2022 5:00pm-7:00pm Conference check in, and Meet & Greet in the Wintergreen/Clarion Bar/Lounge (snacks, cash bar)
- April 25 th , 2022 7:45am WALPN Conferences begins: W.A.L.P.N. Presents: Excellence in Nursing
- April 25 th , 2022 WALPN Executive Board of Directors Meeting to follow after the close of the conference (all members are welcome to attend)
- April 2022 NALPN quarterly Newsletter "The PULSE" emailed to members, watch for Agenda/Registration for the NALPN Conference, "LPN/LVNs EMPOWERED TO SUCCEED"
- May 15 th , 2022  
Email articles for June "Capnotes" to walpnorg@gmail.com  
Please put in the title June Capnotes.
- June 15 th , 2022 Article deadline for WALPN Newsletter Capnotes, to be emailed to walpnorg@gmail.com Please put in title June Capnotes
- June 2022 WALLPN Newsletter Capnotes sent to members
- July 2022 NALPN quarterly newsletter, emailed to members
- Oct. 16 th -19 th , 2022 NALPN Conference "LPNs/LVNs EMPOWERED TO SUCCEED" @ the landmark Hotel, Myrtle Beach South Carolina
- Oct. 21, 2022 Article deadline for Capnotes, email to walpnorg@gmail.com Please put in title Oct. Capnotes



## Capnotes Educational Corner

### SEPSIS

Sepsis is the body's overwhelming and life-threatening response to infection, which can lead to tissue damage, organ failure, and even death. More than 1.6 million people in the U.S. are diagnosed with sepsis each year, every 1 to 20 seconds, and the incidence is rising 8% each year.

Sepsis is a primary diagnosis of hospitalized Nursing home residents. Severe Sepsis/Septic Shock is the leading cause of hospital deaths, and the most expensive condition treated in the hospital. Early identification, can reduce the cost, and save a life.

People who are at risk:

1. Recent Hospitalization
  2. Catheters-urinary or intravenous
  3. Immobility Problems
  4. Wounds
  5. Recent treatment for infection
  6. Cancer or those immunocompromised
  7. Those with chronic illness
- Progression of illness starts with SIRS (Systemic Inflammatory Response Syndrome) criteria needed is 2 or more of the following:
1. Temperature greater than 101.0 or less than 96.5
  2. Tachycardia Heart rate over 90
  3. Tachypnea Respirations over 20
  4. WBC over 12 or less than

SEPSIS is a suspected or confirmed infection plus SIRS criteria. Four types of infections that are often linked with sepsis are Lungs (pneumonia), Kidney (Urinary tract infections), Skin (wounds), and the Gut. Treatment includes: recognition of abnormal vital signs, lab work, IV fluids, IV Antibiotics, Oxygen if needed. Efforts to recognize sepsis alone are not enough. Without recognition that the clock is ticking, there is simply no incentive to recognize a diagnosis that could lead quickly to a mortality. It is thought that earlier recognition has led to a decrease in mortality, and an increase in the incidence of sepsis. Be aware, the clock is ticking, and act FAST!!!

### WALPN Board of Directors

President: JoAnn Shaw 4510 Andrea Ct. Manitowoc, WI. 54220 920-901-0988  
czekala2118@gmail.com

Vice President: Marcie Nytes 121 Pain St. APT#2 Keil, WI. 53042 920-627-5436  
marciespencer@gmail.com

Secretary: Sue Gillett 2443 Hayden Ave. Altoona, WI. 54720 715-215-0910  
gillettone@aol.com

Treasurer: Carolyn Kaiser 2964 35 th Ave. Elk Mound, WI 54739 715-874-5156

Director: Mary Jo Brixius 1840 City Road APT.#9 Neenah, WI. 54956 262-797-9558  
mjbrix2003@gmail.com

Director: Debra Blahnik 9114 Reifs Mills Rd. Whitelaw, WI 54247 920-901-9877  
dblankLPN@outlook.com

### WALPN Committees

Conference/Education: \*\*JoAnn Shaw, Marcie Nytes, Debra Blahnik, Mary Jo Brixius

Finance/Fundraising: \*\*Carolyn Kaiser, Karen Kofka, Rite Dietsche

Membership/Publicity: \*\*Mary Jo Brixius, Sue Gillette

Legislation/Bylaws: \*\* Marcie Nytes, Carolyn Kaiser, Bonnie Schindler

\*\* denotes chairperson

# State News

WALPN continues to give back to our communities, by collecting toiletries, or sample bottles of Shampoo, soap, toothpaste etc. June Bahr, longtime WALPN member has been gracious to collect these items at each Conference, then distributes them to Homeless Shelters, Domestic Violence shelters, and area high schools. Yes, some children going to school, are not fortunate enough to be able to shower, so the high schools put these products out for kids to use at their school.

WALPN Thanks you in advance for any contribution you can make to our collection.



WALPN requests that if you make a change in your address, phone number or email that you send this change of information to the NALPN office @ [nalpnoffice@gmail.com](mailto:nalpnoffice@gmail.com). We want to be able to always send you the latest newsletters for WALPN and NALPN, and current updates.





# State News Continued

## Nominations for WALPN 2022 ELECTIONS

WALPN Bylaws Article XII serves as notice and direction of electing officers, length of term, process, etc.

At the April 25 th business meeting WALPN membership will be electing Vice President, Secretary, and one person for the board of directors. These offices are elected on the even numbered years per bylaws and serve for two years.

Are you someone who speaks/ educates for the LPN in the worksite, in the community, and to your elected legislator? It is essential for people who ‘walk the walk’ to be part of decision making. One step is getting actively involved in your professional nursing association. Be part of the action today, for a better tomorrow.

Active/ Retired WALPN members of WALPN are eligible to hold office. Please submit the following information: Written consent MUST BE RECEIVED in order to serve.

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ WI \_\_\_\_\_ ZIP: \_\_\_\_\_

Which office would you like to self –nominate for? \_\_\_\_\_

Background Summary: (positions you have held nursing/ community/ volunteer organizations for?)

-----

Consent to serve if elected: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Signature Date

Detach and send completed form to

Bonnie Schindler, WALPN Nominations Chair  
508 Macomber St  
Chippewa Falls, Wi 54729

Please mail by April 5, 2022 in case you are not able to attend the conference.



# State Convention

WISCONSIN ASSOCIATION OF  
LICENSED PRACTICAL NURSES  
Voice of Wisconsin LPN's since 1950

Sunday, April 24 th and Monday April 25 th , 2022  
Wintergreen/Clarion Resort and Convention Center

W.A.L.P.N. Presents: Excellence in Nursing

Sunday, April 24th:

1:00 PM WALPN Executive Board Meeting: Mt McKinley  
5:00-7:00 PM Conference Check-In and Meet & Greet  
sponsored by Wisc. Assoc. of LPNs in the  
Wintergreen/Clarion Hotel Bar/Lounge  
7:00 PM Vendors/Sponsors May set up in Ballroom

Monday, April 25th:

7:45 AM Conference Check-in, Vendors and Bazaar  
Grand Ballroom  
8:15 AM Conference Check-In and Bazaar Closes  
Welcome: President: JoAnn Shaw  
Pledge of Allegiance: Vice President: Marcie Nytes  
Invocation: Director: Debbie Blahnik  
WALPN Summary of Events: Secretary: Sue Gillett  
Greetings: Director: Mary Jo Brixius  
8:30 AM Clinical Session: LPN Scope of Practice/  
Delegation Presented by Joey Pettis, RN,  
DON-CLTC, WCC, DWC  
9:20 AM Break (Bazaar/ Vendors Open and  
Room Check-out)  
9:35 AM Clinical Session: Cutting Edge Updates-  
Pressure  
Mapping & Dementia Care  
Presented by Joey Pettis, RN, DON-CLTC, WCC, DWC  
10:25 AM Break (Bazaar/Vendors open)  
10:35 AM Clinical Session: Wound Care – Dressing a  
Wound to Make it Look Good  
Presented by Joey Pettis, RN, DON-CLTC, WCC, DWC  
11:25 AM Memorial Service: Carolyn Kaiser/  
Bonnie Schindler  
11:45 PM Lunch

Sunday, April 24th:

1:00 PM WALPN Executive Board Meeting:  
Mt McKinley  
5:00-7:00 PM Conference Check-In  
12:30 PM Clinical Session: “Cancer TX and  
Oral Health” Presented By Jill Meyer-Lippert RDH  
(Founder of Side Effect Support)  
1:20 PM Break (Raffles/Bazaar open)  
1:30 PM Clinical Session: Continued,  
by Jill Meyer-Lippert RDH  
2:20 PM Break (last chance for Raffles/Bazaar items)  
2:30 PM Clinical Session: “Who Takes Care of The  
Nurse? Implementing Emotional Health and  
Stress Management Techniques into YOUR  
Personal and Professional Life.” Presented by:  
Abby Waters COTA, LPN, CPD, CPEQ, CPDF  
3:20 PM Business Session: Grand Ballroom  
Call to order: President: JoAnn Shaw  
Roll Call: Secretary: Sue Gillett  
Committee Reports:  
Nominations: Bonnie Schindler Chairperson  
for President, Treasurer, 1 Director,  
3 Nominating Committee  
Voting (immediately following the Nominations)  
3:45 PM Officer Reports:  
President: JoAnn Shaw  
Vice President: Marcie Nytes  
Secretary: Sue Gillett  
Treasurer: Carolyn Kaiser  
Committee Reports:  
Convention/ Education: JoAnn Shaw  
Finance/ Fundraising: Carolyn Kaiser  
Legislative/ Revisions: Marcie Nytes  
Membership/ Publicity: Mary Jo Brixius  
Credentials Report: Carolyn Kaiser  
Unfinished Business:  
New Business: Date/Place for WALPN 2022 Conference  
Tellers Report: Bonnie Schindler  
Installation of Officers: June Bahr  
Good of the Order:  
Announcements:  
Adjournment:

To Follow: WALPN Executive Board of Directors Meeting



# State Convention-Registration

WISCONSIN ASSOCIATION OF  
LICENSED PRACTICAL NURSES  
Voice of Wisconsin LPN's since 1950

70 th conference · April 24 th & April 25, 2022  
Wintergreen Resort and Convention Center

60 Gasser Road · Lake Delton, WI 53940 (WI Dells Area I-90 I-94 Exit 92)

**Join us at the “Meet & Greet” · Sunday, April 24 th : 5-7PM**

Conference attendees will enjoy complimentary appetizers. We look forward to meeting, networking, and sharing with all conference attendees. Opportunity for conference check in and to get any questions answered.

**Hotel Reservations:**

Call by midnight April 5, 2022: 608-254-2285 or 800-648-4765  
Wintergreen has reserved a block of rooms (single/double) for \$62.00 a night.  
You must call/ask for discounted rate by midnight on April 5, 2022.

**Questions?** Email Carolyn: crkaiser369@gmail.com

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WALPN Conference April 24/ 25 2022  
**Registration Deadline: April 5, 2022**

One registration per form; please make copies of this form  
No refunds 72 hours of event; no on-site registration

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_  
Zip: \_\_\_\_\_ Phone:(L or C) \_\_\_\_\_ E-mail: \_\_\_\_\_

**Circle ONE of the following:**

MEMBER · NON-MEMBER · PN STUDENT · FACULTY

**Please designate school if student/ faculty:** \_\_\_\_\_

**Registration Fees:**

- \_\_\_ Member Package (includes meal): \$65.00
- \_\_\_ Non-member Package (includes meal): \$85.00
- \_\_\_ Student/ Faculty (includes meal): \$30.00

**Dietary Restrictions - be specific:** \_\_\_\_\_

**Send completed registration form with payment to:**  
**Make check payable to:** WALPN Treasurer  
**Send to:** Carolyn Kaiser, WALPN Treasurer  
2964 35 th Ave · Elk Mound, WI 54739 · crkaiser369@gmail.com





# Want a presence at the State Convention? Sign up to be a sponsor or vendor!

**WISCONSIN ASSOCIATION OF  
LICENSED PRACTICAL NURSES**  
Voice of Wisconsin LPN's since 1950

To Prospective Sponsor:

The Wisconsin Association of Licensed Practical Nurses (WALPN) will host the 2022 state conference April 24 th ( evening ) and April 25 th (Monday) at the Wintergreen Resort and conference center on the grounds of Wintergreen/ Clarion Hotel at Lake Delton, WI (Exit 92) on I-90-94.

The conference will be held in the Grand Ballroom on first floor. This setting allows for vendors to have excellent vision, traffic, and accessible for all.

Focus of the conference is to enhance LPN care giving, update on treatments, medications, legal aspects and sharing information on certifications. Business meetings, networking, and lunch is also part of the event. LPN's are the bulk of our conference; but it does include practical nursing students, instructors, and often persons who are interested in the LPN role in health care.

We will be hosting approximately 100 attendees. WALPN invites you to share your product/service with the attendees. Listed below are several ways to support LPNs, enrich quality caregiving and promote ethics in our State. As a sponsor of the conference, you will be recognized. **Choices listed below (pick as many as you wish):**

- 1) Would you prefer to have an exhibit (Cost \$100.00 –circle 6 ft. or 8 ft. table)? The chairs are provided and area locked overnight, as you can set up Sunday evening.
- 2) Would prefer to make a monetary donation sum for speakers?
- 3) Would prefer to donate a door prize?
- 4) Would prefer sponsoring the meet & greet Sunday evening or luncheon on Monday?

Checks payable to: WALPN Treasurer.  
Send to: Carolyn Kaiser (WALPN Treasurer) @ 2964 35 th Ave Elk Mound, WI 54739  
If questions: crkaiser369@gmail.com

COMPANY: \_\_\_\_\_ CONTACT PERSON: \_\_\_\_\_

Please list which of the above options fits your choice: \_\_\_\_\_ Amount Enclosed: \_\_\_\_\_

Telephone #: \_\_\_\_\_ (landline or cell) Email: \_\_\_\_\_

*Confirmation will be sent within ten days of your completed application and payment to participate.*

Thank you for your support.  
Sincerely,  
Carolyn Kaiser, WALPN Treasurer

# LPN Viewpoint-Travel Nurse

My name is Marcie Nytes, LPN and I am currently working an 8 week contract as a Travel Nurse in Washington, Iowa in a LTC facility named United Presbyterian Home. It has been a great opportunity to be able to meet new people, see another state that I haven't been to before and make a difference in the lives of elderly adults. I am looking forward to completing this contract and continuing into a second travel assignment contract.

Travel nurses are employed by an independent nursing staffing agency instead of a single hospital or Long Term Care Facility. This means they can travel as far as away as to a different country, or they can work at local hospitals or LTC facilities that are in need of temporary nurses.

Many nurses are opting to go into travel nursing for the many perks, like the chance to explore new places, experience diverse practice environments, and make new friends. Competitive pay, great benefits, and discounted housing costs are also major benefits of the job. Travel nurses do need a few requirements before being considered, including being an LPN or RN with a license in good standing, and typically 2 years of nursing experience. They don't need any additional certifications or credentials other than the ones they need for their specific specialty.



## Requirements during the COVID pandemic

However, right now hospitals, LTC facilities and healthcare staffing agencies are going to great lengths to make it as easy as possible to recruit nurses to in-need areas during COVID-19, including waiving state nurse licensure requirements in states that are not a compact state and have declared a state of emergency, asking retired nurses to come back to work, and more.

I have also been recently appointed to represent the WALPN on the Wisconsin Center for Nursing Board of Directors. I attended a meeting in Madison with JoAnn Shaw, in November. After that meeting concluded I expressed my interest to JoAnn, who was currently serving on the WCN Board as the WALPN representative. In December 2021 I was appointed to the WCN Board to take over the seat for the WALPN representative.

Board meetings are held as follows:

February 17

April 21

July 21

September 29

November 17 (this is the Annual Meeting).

These meetings are held both in person and virtually so that those who are not able to make it to the meeting in person, they can still attend virtually through Zoom. The mission of the Wisconsin Center for Nursing is to assure an adequate, well-prepared, and diverse nurse workforce for the people of Wisconsin. I am looking forward to working with a diverse group of professionals on the WCN Board of Directors in the coming months.

Respectfully submitted by:

Marcie Nytes, LPN

WALPN Vice President



# LPN Viewpoint-Office Nurse

## ENT Nurse Life

My name is Debbie Blahnik. I am an LPN at Bellin Health ENT. ENT stands for Ear, Nose, and Throat. I also help with Excellent nursing, treatments, and tasks (ENT)!

Patients that are seen at ENT can have hearing loss, tinnitus (ringing in the ears), ear canal problem, chronic sinus infections, snoring, polyps in the nose, enlarged tonsils/adenoids, tonsil stones, reflux, difficulty swallowing, neck lumps, anything that has to do with the ears, nose, and throat. Also, procedures to help diagnose patients that have suspected cancer of ear, nose, or throat.

I assist with many in-clinic procedures such as turbinate reduction, tracheostomy change, ear cleaning (water or suction), biopsies, myringotomy (adult ear tubes), tympanic injections, endoscopies, culture collection, and desk duties such as med refills, FMLA paperwork, and triage.

I was given an opportunity to shadow Dr. Sarah Tittman, a clinic doctor, in the operating room, watching procedures and developing knowledge and awareness of what the patient goes through. I am better informed when patients ask questions about their procedures. I also shadowed in audiology with our in-clinic doctors, to learn how hearing tests are performed on patients of all ages and gained some knowledge on the interpretation and diagnosis of hearing tests.

Our clinic leader, Tia, keeps us aware and safe such as MOAB training (Management of Aggressive Behavior), monthly journal club and engagement meetings and any skills training to help us be excellent patient care experts.

What is the "Monthly Journal Club"? The monthly journal club is a discussion about a topic that has to do with the ear, nose, or throat. Co-workers pick a topic they want to gain more information about. Once a month, during our lunch, a clinic doctor will give a discussion on the chosen topic. How awesome is that?

Something to consider: Would you consider adenoids a sinus issue or a throat issue? I correlate adenoids with tonsils....hmmmmmm.

FYI: Bellin Health ENT is actively looking for team members, MA, LPN, and RNs, as our clinic is growing fast. If you have any questions, please contact me at....

Debbie Blahnik, LPN  
(920)901-9677  
DBlahnikLPN@outlook.com



# Legislative Corner

## As caregivers, where have we been? Where do we go?

Short staffing, mandated overtime, burnout, the list goes on and is a crisis. Couple that with COVID-19 and what a recipe for disaster. LPN's entered the field as they care for people. Now low pay and increased difficulty to have a balanced life, is making LPNs and CNAs leave positions they have loved. These are the folks who went into the LPN program to provide care and advocate those who have a need. As a frontline worker you are aware of the fragile state of mankind in need and you value to make their days the best that you can. Please take a minute to review a little history.

WALPN'S core structure was to uphold standards for the code of ethics, promote the role of the LPN, promote continuing education, and collaborate with allied health agencies and legislators. (1950).

Successes include: 1976 first LPN on WI board of nursing, 1980 National LPN Assn successful in getting LPN to circulate in the operating room. 1998 WI LPN taking orders from optometrist was added in.

Changes in the staffing structure and challenges to working as team has been a long time struggle. Health care facilities became 'big business.' There were those who made business decisions, forgetting about the person as an individual.

Mandatory overtime was happening in the late 1990's and early 2000's especially in long term care. It was the LPN's who was often 'held over.' Reasons included: big business was closing practical nursing programs, new graduate nurses did not know how to work with LPN's, some administrators did not value the 'lower paid' employee and if shift was covered, that was all they saw. Another aspect was big business wanting to increase In 2005 WI Center for Nursing formed. Again WALPN had representation.

Judy Robson, was an RN, then elected as a Senator in WI. She recognized the need to plan ahead, the need for data to make good decisions, etc. She was successful in getting a law passed that in order to have ones nursing license renewed RN's and LPN's needed to complete the nursing survey. In 2011 the LPN's began, followed by RN's in 2012. This

data could then be used by decision makers to plan for the future. WALPN members were part of those planning stages/ writing questions, etc. LPN's took that opportunity to teach others what an LPN can do with education and experience via the Board of Nursing.

Certified Nursing Assistants were also vital in direct care, WI was proud that they passed a law stating to be a C.N.A. one needed 120 hours of education and then on the nurse aid registry. WI continued to take steps to maintain quality and protection.

So what has happened the last 12 years?

\*Assembly leadership in WI held others hostage for ARPA funds and lowered the C.N.A. training to 75 hours

\*WI again refused to accept the Medicaid expansion dollars. The below two paragraphs are from DHS Secretary Designee Karen Timberlake in May of 2021.

This week, Wisconsin's budget committee voted – yet again – to turn down the opportunity to expand the state's Medicaid program, thereby eliminating the opportunity to provide health care and long-term care services for more Wisconsinites and declining more than \$1.6 billion in federal funding. The \$1.6 billion in new federal resources is the best way to bolster our health system and help Wisconsin bounce

back by investing in the people of our state, their businesses, their families, their health care providers, and their health. People across Wisconsin need the health care, nursing home care, home care, and more that the Medicaid program provides. And as taxpayers, they deserve to have their fair share of federal tax dollars returned to Wisconsin to pay for these important services. A total of 38 states have adopted Medicaid expansion, plus Washington, D.C. We are one of only 12 states that has not. By staying on the sidelines, we are all losing out on significant resources.

\*Less people are going into the profession of being a nursing instructor.

\*Big business decreases staffing by attrition. Staff left takes on a larger case load and of course it is difficult to give quality care and support. Mandated overtime increases, burnout filters in, turn-over of staff increases.



## Legislative Corner Continued:

Agency nurses come in to relive and support. As a core nurse of the facility; 'you know' the people it is really up to you to follow through. In long term care relationships are very important. It is vital that permanent staff be supported.

\*Big business continues to give incentives at times to the new hires. Where does that leave you the stable, long term employee?

\*For profit and non-profit nursing homes and senior care facilities are denying staff raises. The story is that we are lacking Medicaid reimbursement. That is true, but only one part. As someone in power; what is the Employer doing to step up for their front line employees? Where/ when is their contact with legislators, valuing and bringing front line staff with them?

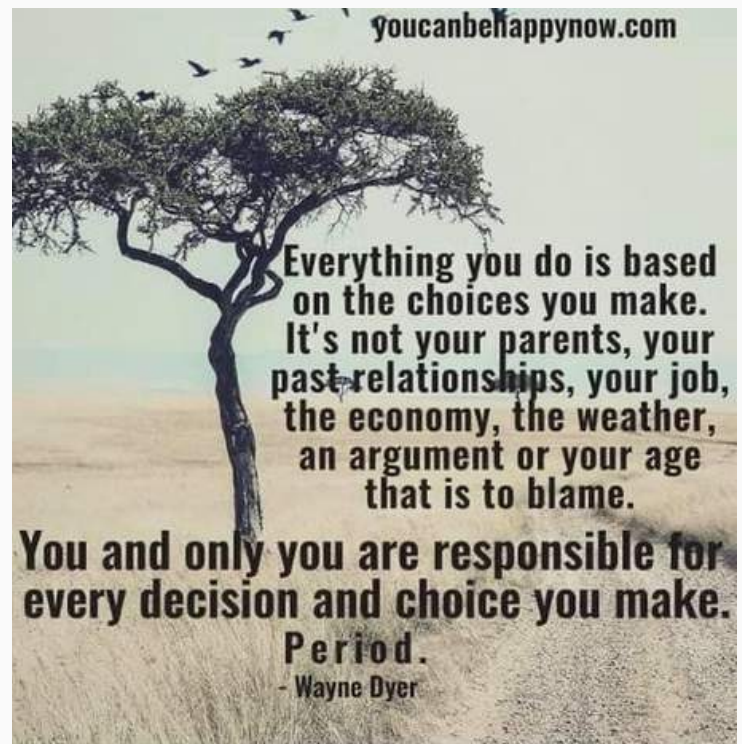
\*If people have the tenacity and time you will see that executives are faring quite well. In fact if you chose to read a series of articles written by Bill Lueders in regards to his Mother's saga you will see that in his families' case. The article entitled 'I want to go Home' published January 28, 2022 hits home for many front line workers and families. Below are some excerpts \*ProHealth is identified as non-profit. Some of fiscal data included in this article will show that in the fiscal year ending September 2020 "National Regency of New Berlin" reported revenues of \$4.7 million, seven affiliate non-profits reported nearly \$103 million in net revenue.

For calendar year 2019, Pro-Health had twenty six executives who made more than \$250,000, including fourteen who surpassed \$500,000 and four who topped \$1 million.

Meanwhile the struggles for the elderly, the disabled, and the low staffing levels continue.

State agency data shows us that in January of 2018; there were 61,402 C.N.A. registered in WI. In January of 2022 48,755. In 2011 LPN surveys showed 14,158; in 2019 9,568. Does one wonder the frustration?

To make change for the positive; we need to learn, share, speak out and educate. We need to make sure we are speaking truth to power. We need each other.



Submitted by Debbie Blahnik with permission from youcanbehappy.com

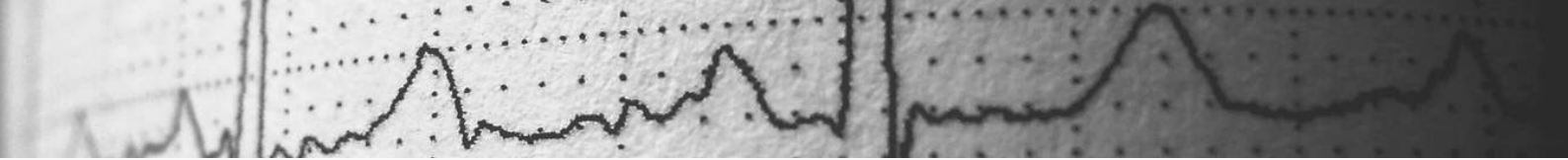


As practicing LPN's you have the expertise on many aspects. Join your professional association to make that voice louder and stronger.

Think about what your skills are! Think about where to get facts. Attend the 2022 WALPN conference to brainstorm, make commitments, and join the team. This is a marathon, together we can make positive changes.

Never believe that a few caring people can't change the world. For indeed that is all who ever have. Margaret Mead

Carolyn Kaiser



# National News

Nominations for NALPN Board of Directors are: Vice President, Secretary, and 2 Directors. Nominations forms will be online soon ([nalpn.org](http://nalpn.org))

Awards: Lillian Kuster award, LPN of the Year award, State President’s Founder award: nomination form will be online soon ([nalpn.org](http://nalpn.org))

NALPN will be conducting their Conference Oct. 16 th -18 th , 2022 @ the Landmark Hotel Myrtle Beach South Carolina. When making room reservations be sure to mention NALPN for our special pricing.

We are in the process of confirming our speakers for this event, and the agenda/registration will be in the April edition of THE PULSE.

We have confirmed a Mental Health First Aid Certification, and a Keynote speaker Patricia Boswell LPN, who has written a Book, and has words of encouragement to LPNs/LVNs. Also, there will be an additional 15 hours of CEUs on healthcare subjects.

Pricing for this 3day event will be:

NALPN Members \$399 (includes 3 luncheons/1 banquet dinner)

NON-Members \$499 (includes 3 luncheons/1 banquet dinner)

EARLY BIRD Pricing: Members \$350 (includes 3 luncheons/1 banquet dinner)

EARLY BIRD Pricing: Non-Members \$450 (includes 3 luncheons/1 Banquet dinner)

(To receive Early Bird pricing, your registration MUST be received no later than July 31 st , 2022)

Student PN/VN & Educators \$50/person (Includes Oct. 16 th Meet & Greet, Oct. 16 th Speakers/Luncheon

Entertainment Outing: Legends In Concert (2 hours show)/busing to & from event)

Please take notice of the contact information for the NALPN office:

NEW changes at the NALPN office, contact changes are:

Address: NALPN P.O. Box 1895

Manitowoc, WI. 54221

Phone: 1-920-663-8450

Email: [nalpnoffice@gmail.com](mailto:nalpnoffice@gmail.com) contact

Persons: Luke or Jenn Kalista

Website: [www.nalpn.org](http://www.nalpn.org)

Facebook: The National Association of Licensed Practical Nurses, INC.

