



CAPNOTES

A Publication of The Wisconsin Association of Licensed Practical Nurses

December 2018

WALPN

www.walpn.org

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President's Message

It is with extreme honor that I serve the LPNs of Wisconsin, by being the President of the Wisconsin Association of Licensed Practical Nurses and Director on The Board for the National Association of Licensed Practical Nurses. The NALPN/WALPN is the **ONLY** professional organization that gives LPNs/LVNs voice in the Healthcare and Legislative world. Healthcare is forever changing, and your professional organization gives you the opportunity to stay current, by holding Annual conferences with CEUs, networking with other LPNs, and having the Legislature monitored on State and National levels. It is far too often that people bring ideas to the Legislature to decrease classroom/clinicals for CNAs, even try to reduce your license to a certification, and even remove the LPN, as an entry level into nursing, when there is a shortage. Yes, these and many more issues have happened in the past year, and WALPN has been there to make sure this does NOT happen. We need members to continue to be active, and not relay no social media to get the LPN position out to Legislators, that make laws that affect every LPN.

I urge each and every one of the 13,000 LPNs in Wisconsin to join their professional organization, and be proud of who you are, and what you do everyday for healthcare. Visit the WALPN website www.walpn.org, or the NALPN website www.nalpn.org. Become a member today, be heard, stay current, be informed. WALPN is a State Chapter of NALPN, so when you join NALPN, you are automatically a member of WALPN.

Thanksgiving Holiday has passed, and now the fun begins with Christmas, food, families, and fun. Let's remember the people less fortunate, that do NOT have Christmas decorations, no gifts, and no place to rest their head. Be generous this year to those in need. Have a peaceful, healthy Christmas and New Year. May 2019 be a blessed year for you and your families.

Sincerely,
JoAnn Shaw WALPN President

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Upcoming Events

Jan. 25 th , 2019	Articles for Capnotes sent to walpnorg@gmail.com
Feb. 4 th , 2019	Capnotes to be sent out
Mar. 1 st , 2019	NALPN membership drive/ reduced rate to join
Apr. 28 th , 2019	WALPN Exec. Comm. Mtg. @ 1pm, Wintergreen Hotel
Apr. 28 th , 2019	WALPN Board of Directors Mtg. @ 3pm, Wintergreen Hotel
Apr. 28 th , 2019	Registration 5pm-7pm @ Wintergreen Bar/Lounge
Apr. 28 th , 2019	Meet & Greet @ Wintergreen Bar/Lounge
April 29 th , 2019	WALPN 69th Annual Conference @ 7:45am Wintergreen Hotel
May 25 th , 2019	Articles for Capnotes sent to walpnorg@gmail.com
Jun. 5 th , 2019	Capnotes to be sent out.
July 23 rd – 28 th , 2019	NALPN 70th Annual Conference, New Orleans, LA.
Sept. 25 th , 2019	Articles for Capnotes sent to walpnorg@gmail.com
Oct. 5 th , 2019	Capnotes to be sent out.

Oct. 2019	WALPN Exec. Comm & Board of Directors Mtg. TBA

Any Member of WALPN is welcome to attend the WALPN Board of Directors Mtg. w/voice, but no vote

***We Want to Hear From You...**

Here is your opportunity to tell us about you, what you are doing for LPNs, and what part of the community are you benefitting! Submit an article, photo with caption, or story for consideration into the next edition of Capnotes. This publication is for you...let's use your story to inspire us all.

Submissions must be received by Jan. 25th, 2019.. Submit to walpnorg@gmail.com for consideration.

State News

WALPN will be working on updating bylaws for WALPN, to go along with the current trends with the NALPN. At the Fall WALPN Board of Directors meeting there were long discussions of re-organizing/re-defining the Local divisions in Wisconsin. **Attend the next WALPN Annual Conference April 28th-29th, 2019 at the Wintergreen Hotel in the Wisconsin Dells area, for final vote on the WALPN Board of Directors recommendations.**

Each time an article is submitted to the State Office for publication in Capnotes, WALPN State office will send out a "thank you for submitting an article" confirmation email to you, so you know the State Office has received it. **IF YOU DON'T GET AN CONFIRMATION EMAIL WITHIN 4 DAYS, PLEASE CALL THE STATE OFFICE @ 1-608-515-8057**, so Kalista Consulting can look into the issue immediately. We ask that you continue to send in articles to Capnotes via email to walpnorg@gmail.com. We thank you in advance for your input.

We need an LPN from Wisconsin to consider being on the Wisconsin State Board of Nursing. All you need to do is to go to the website <https://walker.wi.gov/apply-to-serve>, and apply to be considered for this position. There are currently 2 seats for LPNs, and we would like to think LPNs want representation of the Board of Nursing, rather than have a RN to take their place.

National News

The 69th Annual NALPN Conference was held in San Antonio, Texas Oct. 23rd-27th, 2018. National Certifications for Mental Health First Aide, Gerontology, End of Life, and IV Therapy were offered during the conference. Four WALPN members were in attendance, JoAnn Shaw, Bonnie Schindler, Mary Tess-Barber, and Elaine Blank.

NEW contact person at the NALPN office will be Megan Collier, email nalpn@caphill.com, website www.nalpn.org, phone 1-800-948-2511 Or 1-919-779-0046 fax 1-919-779-5642.

JoAnn Shaw (WALPN President) serves on the NALPN Membership Committee.

Newly elected NALPN officers are: Tina Johnson (Mississippi) Vice President, LeKathryn Gibson (Mississippi) Re-elected Treasurer, Debra Schultz (Mississippi) Director, Da Shauna Taylor re-elected Director.

MAKING EDUCATION POSSIBLE is FREE to NALPN/WALPN members and their families. Usual annual cost is \$79/year. This is online services. Tentative NALPN 2109 Annual Conference will be July 23rd-28th, 2019 in New Orleans, Louisiana. Early Bird cost will be \$350 for members, \$400 for non-members until 5/31/19, then cost will go up to \$450 for members and \$500 for non-members.

Possible membership recruitment will happen in March and April, 2019. TO BE ANNOUNCED AT A LATER DATE.

Fast Forward

Fast Forward was an issue addressed at the 2018 WALPN Conference. We were told that the goal would provide workforce training grants, including persons in secondary education. It was the hope that this legislation would relieve staff shortages in the nursing homes by supporting CNA and LPN programs in WI.

In a press release following the passage the DWD promoted three highlights:

- \$15 million in state funded, DWD grants over the biennium to provide training to new and incumbent workers. The grants may require matching funds from businesses requesting the training.

- New Office of Skills Development at DWD to administer the worker training grants.

□ New Labor Market Information System (LMIS) to track job vacancies and link unemployed workers to openings they are qualified to fill or to training to help them become qualified.

The following is a summary from DWD in November of 2018.

In the 2018-19 biennial budget the WI Legislature funded \$1.5 million for a nursing training RFP specific to middle and high school students. Two grants were awarded. One to United Community Centers in Milwaukee, one to Beloit Health Systems.

Wisconsin Fast Forward has evolved to accepting grant applications from all employment sectors. At the onset of the program, Health Care and Related Occupations was segmented for specific grant applications. With the move to all sectors, partnership grants have the time to better nurture the relationships necessary for successful collaborative grant applications.

32 health care grants have been submitted since the onset of the Wisconsin Fast Forward (WFF) Customized skill training grant program. WFF has funded 21 health care grants, 3 contracts were not accepted. \$1.7 million dollars was contracted. This has impacted approximately 3800 trainees at an average cost of about \$445 per trainee.

Positions impacted have ranged from nursing and home health aides, Health Care Support Workers, Physical Therapists, Nurses, Medical Receptionists, Health Care Information Workers and Physicians. Applicants generally describe the demand from local and industry data while using <https://jobcenterofwisconsin.com/wisconomy/> to validate their data.

Some projects have focused on onboarding health care workers through a variety of tactics and changing technologies. Another trained their entire staff on Epic Systems technology and their ethos of care. One project focused on improving care competencies for staff when dealing with Dementia and memory care issues. Yet another unique partnership trained entry level staff for a variety of health care organizations as medical receptionist and specimen handlers.

As of the end of our fiscal year (June 30, 2018) WFF had contracted \$26.98 million dollars on 274 grant contracts. This is out of our total budget allocation of \$39.2 million since the program's inception.

Legislative News

January 2019 will start a new legislative session. We will see some new leaders and some elected persons who will return to their seats.

For us as LPN's and persons who care about quality care our mission will remain focused on issues. Will another attempt be made to lessen the education of certified nursing assistants? Will they discuss occupational licensure, and the prospect of lessening accountability? Will they attempt to take away the survey? Will they realize the difficulty of staff working overtime, short staffed, and not getting pay raises? Do they know how that affects patients, staff and staff's family? Our role will be to communicate with the legislative representatives that are to represent us. Show them the 2017 LPN survey so they can see the upcoming shortage of Licensed Practical Nurses. Make sure they are aware of the care giving crisis in their back yards. Let them know how many nursing homes have closed. Ask them to put you on a mailing list; when a bill affecting health care is introduced. Sign up for their e-mail newsletters. Keep abreast of the local newspapers in regards to bills being introduced. Attend their town halls. January also means a budget will be introduced and Joint Finance will be making rounds; review the proposed budget, make your comments known.

E-mailing your legislator is a positive way to send in your comments and proof that you've done such. Then you can check to make sure they answer you and start a dialogue. You know health care- give your legislator some insight.

Additional Legislative News

WALPN members joined in the action to voice in opposition of decreasing the education of certified nursing assistants. Since 2008 WI State Statutes have stated that CNA's shall have 120 hours of education, including 32 hours of clinical. It is important that that remains a minimum.

Thanks to all who wrote letters, e-mailed, called, and went to the offices of their legislator.

Thanks to the groups that registered and spoke against i.e. AARP, Disability Rights WI, Alzheimer's & Dementia Alliance, League of Women Voters, WI independent Living Centers, and WI AFL-CIO.

This is just one example of action that we must call be mindful and watch for.

Elections will be held this fall, primary August 14th and general election November 6, 2018. Now is the time to 'get to know' the candidates running in your district.

Go to their websites, attend an event, and ask them questions. What are their values? Are they similar to yours? If so, support them; there a variety of ways. This is the time for you to share your expertise and assist them to connect the dots in regards to licensed nursing care, safe staffing levels, burnout, mandated overtime, and other demands on your shifts.

As you know in the past about 6 years Wisconsin has been the 'worst' and near worst state for Medicaid reimbursement for skilled nursing facilities in the nation. Back as far as 2014; nursing homes were losing \$55.89 per day. With the constant deficit and growing it is clear to see reasons for turnover, persons leaving the health care field as a whole. The staff has low morale, the management is doing a revolving door of recruitment and patient is affected.

We're better than that! Let's all step up.
WALPN Legislative Committee

June, Bonnie, and Carolyn

Membership News

National Association of Licensed Practical Nurses (NALPN) has updated their website. Please take a look! (www.nalpn.org)

Membership options, active, retired, affiliate, etc. are all very easy to 'walk through' and sign up at. For those who prefer to 'run off' and mail to NALPN that is a clear option.

It is essential to share your e-mail with WALPN and NALPN. All newsletters from NALPN and WALPN are distributed via e-mail. We want you to be informed; so make sure the office 'is in the know.'

Thanks to Juli Karr, LPN from Rock River Division who enlightened us on private duty nursing in Wisconsin at our conference

Membership is *us*. It is each of us talking, texting, asking questions, networking, and attending continuing education.

It is our joint strength that brings the voice of the LPN to health care field. We each bring a different but jelled skill set that works together for the betterment of health care. It is together that we empower and grow! We welcome you to join us.

Carolyn Kaiser, Membership Chair

Save the Date

LPN's: The Heart of Nursing is the theme of the 69th annual conference to be held at the Wintergreen Resort and Conference Center, Lake Delton.

You'll want to arrive by 5:00PM on Sunday the 28th of April for a special meet and greet experience in the bar at the Wintergreen

Monday April 29, 2019 clinical sessions include Supervisory Role of the LPN, Prevention and Treatment of Pressure Injuries, and Why We Need to Raise our Political Voices.

Room rates are at the unheard of price of \$62.00 +tax for Sunday and Monday. Book by April 12th.

Now is the time to start talking with your friends, put April 29th in your calendar, and make plans to attend.

Detailed agenda along with the registration will be in the January Capnotes.

Revisions

WALPN Board is looking at some possible bylaw changes. The drafts will be mailed out to voting (active/retired) members in January of 2019. Please watch for them and take the time to review so that you can ask your questions and/or voice your concerns at the April 29th conference. Your input is valued and we hope that you will be part of that.



WCN Report

We meet by telephone on July 26, 2018 and in person at Madison on September 27, 2018.

Barbara Nichols, our Executive Director, is currently considered in remission for her cancer and will increase her work time from three to four days per week. Barbara also received the NLN President's Award at their annual conference.

The Wisconsin Hospital Association according to the DWD contract can also receive the raw data from the nursing license survey. There was some confusion about this at DWD as they have had numerous turnovers since the contract was signed. This has been put in our files to prevent the confusion in the future.

Due to legislation introduced last year to rescind the survey, but they ran out of time to pass this, strategies has been formulated to preserve the mandatory survey in Wisconsin. We fear that it may be introduced again in next budget. (An RN wife of one of the legislators complained of having to take the survey in order to renew. She also has cancer, so this may be her legacy for him to do this.)

Nurse on Boards in Wisconsin has exceeded their goal for 2016 nurses nominated to boards for this year. New goals will be set for 2019.

ANEW will be conducting an educational survey for nursing educators in the next few weeks. Wisconsin continues to have a severe shortage of nursing educators. There is a plentiful supply of students applying, but not enough educators to meet the demand for future nurses. ANEW will request 10 million dollars in the next budget to help train 150 more educators in Wisconsin. (The shortage is 585)

A charter to initiate a fund raising committee was approved. All our funding is from DWD from the survey at this time. We need to find other funding to make sure we are sustainable.

SB 497 and AB 568 regarding APRNs was withdrawn. New legislation will be introduced in early 2019. This is called the "APRN Modernization Act". They want to place the NPs, Midwives, Clinical Nurse Specialist and Nurse Anesthetists under a separate umbrella. The 2018 RN survey results should be out in early 2019. WCN website has been updated.

This is my last term. Jo Ann Shaw has agreed to be WALPN representative for 2019-2020.

Eileen Collins

IMPORTANT NOTICE!!!

WALPN/NALPN needs to know when you have a change in address, phone number or email. **IF YOU HAVE AN EMAIL, PLEASE BE SURE WALPN KNOWS**, this is the quickest and most cost-effective way to communicate, **AND WE ASSURE YOU WE DO NOT GIVE YOUR EMAILS OUT TO ANYONE.** We want you to receive all correspondence on upcoming issues which are important to each of you, however if we do not have this information, we can not get this valuable information to you in a timely manner.

Thank You, WALPN Staff

Board of Nursing

Are you aware that the Wisconsin State Board of Nursing currently has 2 seats available for an LPN from Wisconsin to serve. LPNs NEED TO GET INVOLVED with the department which regulates YOUR license for the safety of people seeking healthcare.

If you have any desire to serve on the Wisconsin State board of Nursing, please go to <http://walker.wi.gov/apply-to-serve>. This is an easy process, and you will find specific information about the length of the term, expectations, and reimbursement of this position.

The Wisconsin Association of Licensed Practical Nurses would be proud to have an Licensed Practical Nurse from Wisconsin STEP UP, and get involved in healthcare issues for Nursing.

Sincerely,
JoAnn Shaw WALPN President

With Heavy Heart

Amelia Pike, LPN passed away on November 24, 2018. She was a dedicated member of the West Central Division of WALPN for many years. She always had a warm smile on her face as she came consistently to the state conference.

Amelia also enjoyed outdoor activities such as gardening, tractor pulls, and fishing. At this time, we offer our sympathy to her children.

LPN's Care

Every year when we gather together, a collection of toiletries is taken. These have been gathered over the year from members visits to hotels , etc.

So, where did they go this year?

It shamefully has been determined there are a many many homeless and shelter kids who come to school to shower because that is their only opportunity. St Agnes hospital in Fond du Lac gathered a tremendous amount of needed items. Not only shampoo, soap, lotion, etc but feminine hygiene products, deodorants, razors and hair products, brushes and more. These were divided amongst the middle and high schools, and placed in baskets where they'd be readily available to anyone who needed them. Is it enough? Will it ever be enough? Why is the homeless population continuing to rise? Why when the employment rate is so low, do so many continue to struggle? Can you

imagine yourself living in a shelter or your vehicle? If nothing else, in spite of the issues and problems we all have in our lives, we are truly blessed.

We are LPN Strong!!!!



WALPN Executive Committee 2018-2019

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**Denotes Chairperson*

WALPN FINANCE COMMITTEE

2018 WALPN ANNUAL CONFERENCE FINANCE REPORT

The following is a list of items, person donating and lucky winners.

DONOR

DRAWING/CHINESE

	<u>WINNER</u>
Chippewa Valley	Breakfast Basket
Sharon Buckson	
Chippewa Valley	“Throw Quilt”
Amelia Pike	
Connie Bandt	Mary Kay Basket
Rita Dietsche	
Florence Falk (Rock River)	Gas Card/Large
Candy Bar	Mary Beth Morris
Northeastern	Hen/Chick 4 plants
Bonnie Schindler	
Northeastern	Plant
Bonnie Schindler	
Mary Tess-Barber (Milwaukee)	Wine/Cork
(husband’s wine cellar	Sharon Buckson

Total fund raising was \$621.00, which included \$46.00 from jewelry sales and \$208.00 from 50/50 raffle. JoAnn Shaw won the 50/50 raffle, which she received \$104.00, and she donated back to WALPN. Monetary donations were also received. Raffles (known as Chinese raffles) this year were sold for \$1.00/ticket, 6/\$5.00, or 12/\$10.00. Biscotti’s, candy bars, Sweet ‘N Salty mix and Granola Bars were also sold for \$1.00 each.

THANK YOU FOR YOUR CONTINUED SUPPORT!!!
WALPN FINANCE COMMITTEE

Capnotes Educational Corner

CHRONIC KIDNEY DISEASE

Chronic kidney disease, also called chronic kidney failure, describes the gradual loss of kidney function. Your kidneys filter wastes and excess fluids from your blood, which are then excreted in your urine. When chronic kidney disease reaches an advanced stage, dangerous levels of fluid, electrolytes and wastes can build up in your body.

In early stages of chronic kidney disease, you may have few signs or symptoms. Chronic Kidney Disease may not become apparent until your kidney function is significantly impaired.

Treatment for chronic kidney disease focuses on slowing the progression of kidney damage, usually by controlling the underlying cause. Chronic Kidney disease can

progress to end-stage kidney failure, which is fatal without artificial filtering (dialysis) or kidney transplant.

Signs and Symptoms

Signs and symptoms of chronic kidney disease develop over time if kidney damage progresses slowly. Signs and symptoms may include: Nausea, vomiting, loss of appetite, fatigue and weakness, changes in how much you urinate, decrease mental sharpness, muscle twitches and cramps, swelling of feet/ankles, persistent itching, chest pain, if fluid build up around the lining of the heart, shortness of breath, if fluids builds up in the lungs, high blood pressure that’s hard to control. Signs and symptoms of kidney disease are often nonspecific, meaning they can also be caused by other illnesses/ because your kidneys are highly adaptable and able to compensate for lost function, signs and symptoms may not appear until irreversible damage has occurred.

CAUSES

Chronic Kidney disease occurs when a disease or condition impairs kidney function, causing kidney damage to worsen over several months, or years. Disease and conditions that cause chronic kidney disease include: Type 1 or type 2 diabetes, high blood pressure, Glomerulonephritis (an inflammation of the kidney’s filtering units), Interstitial nephritis (an inflammation of the kidneys tubules and surrounding structures), polycystic kidney disease, prolonged obstruction of the urinary tract, from conditions such as enlarged prostate, kidney stones and some cancers, Vesicoureteral reflux (a condition that causes urine to back up into your kidneys)

RISK FACTORS

Factors that may increase your chance of chronic kidney disease include: Diabetes, Hypertension, Cardiovascular disease, smoking, obesity, being African-American or Asian-American, Family history of kidney disease, older age.

PREVENTION

To reduce your risk of developing kidney disease:

Follow instructions on over-the-counter medications. When using nonprescription pain relievers, such as aspirin, ibuprofen (Advil, Motrin, etc.) and acetaminophen, taking too much can lead to kidney damage and should be avoided if you already have kidney disease.

MAINTAIN A HEALTHY WEIGHT. If you’re at a healthy weight, work to maintain it by being physically active most days of the week. If you need to lose weight, talk with your doctor about strategies for healthy weight

loss. Often includes daily exercise and reducing calories.

DON'T SMOKE. Cigarette smoking can damage your kidneys and make your existing kidney damage worse. If you're a smoker, talk to your doctor about strategies for quitting. Support groups, counseling and medications can all help you to stop.

MANAGE YOUR MEDICAL CONDITIONS WITH YOUR DOCTOR'S HELP. If you have diseases or conditions that increase your risk of kidney disease, work with your doctor to control them, request tests for kidney function.

**** Information provided by the Mayo Clinic*