



# CAPNOTES

A Publication of The Wisconsin Association of Licensed Practical Nurses

November 2017

WALPN

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## President's Message

Halloween, and Thanksgiving decorations up for a short time, and already we see the Christmas decorations lights up the streets. Christmas is one of my favorite times of year, to not only give gifts, also to celebrate the birth of Jesus. I send each of YOU a special Holiday Wish for Good Health, Laughter and Love.

It has been a busy year for the WALPN Legislative Committee, keeping up with the new Assembly Bills trying to pass in the Wisconsin Legislature. These bills are Assembly Bill 432 which is requesting to decrease the numbers of hours for Certified Nursing Assistants education **from 120 hours class room to 75 hours, and 32 hours clinical to 16 hours.** Next is Assembly Bill 449, Senate Bill 288 and Senate Bill 296 which would **create a process to de-license professional, and potentially have self-certification, that allow a person to claim "state certification" even though they may have no training or experience in their chosen profession.** WALPN has been working hard to inform EVERY LPN in Wisconsin about these bills, to ensure that LPNs and other professionals keep the current licensing practice. Carolyn Kaiser, WALPN Past President and Current WALPN Legislative Chair, will be submitting more information in this issue of Capnotes. Please take the time to read this information, send letters to your Legislative Representatives, and spread the word to others. **This is NOT a good or quick fix for any shortage in the healthcare field, it will bring unsafe practices to healthcare.**

On a happier note, I have just returned from the National Association of Licensed Practical Nurses Conference held in Orlando, Florida. NALPN Partnered with Black Nurses Rock, and the amount of CEUs, food, friendship and fun were OFF THE CHARTS!!! We were able to pick from not only the 3 certifications that NALPN provided, we could choose from another 20 different CEUs. It reminded me of back in the days where NALPN had 2-3 different CEUs at the same time that you could attend. The food was great, and included in most of the programs. I was joined by Mary Tess-Barber (WALPN member). We both highly recommend to mark your calendars for the 2018

NALPN Conference to be held in San Antonio, Texas October 24<sup>th</sup>-27<sup>th</sup>, 2018.

Happy Holidays to ALL,  
JoAnn Shaw WALPN President  
(920)901-0988  
[jslpn@sbcglobal.net](mailto:jslpn@sbcglobal.net)

## Upcoming Events

Jan. 25 <sup>th</sup> , 2018	Articles for Capnotes due to the State Office @ <a href="mailto:walpnorg@gmail.com">walpnorg@gmail.com</a>
Feb. 10 <sup>th</sup> , 2018	Capnotes to be sent out.
April 29 <sup>th</sup> , 2018	WALPN Exe. Comm Mtg. @ 3pm Wintergreen Hotel
April 29 <sup>th</sup> , 2018	WALPN Board of Directors Mtg. @ 6:30pm Wintergreen Hotel (ANY WALPN MEMBER MAY ATTEND WALPN BOARD MEETINGS)
April 30 <sup>th</sup> , 2018	WALPN 68th Annual Conference @ Wintergreen Hotel Special Room rates for attendees
May 29 <sup>th</sup> , 2018	Articles for Capnotes due to the State Office @ <a href="mailto:walpnorg@gmail.com">walpnorg@gmail.com</a>
June 10 <sup>th</sup> , 2018	Capnotes to be sent out.
Oct. 24 <sup>th</sup> - 27 <sup>th</sup> , 2018	NALPN Annual Conference in San Antonio, TX @ Omni Hotel & Resort

## \*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 January 25<sup>th</sup>, 2018.. Submit to [walpnorg@gmail.com](mailto:walpnorg@gmail.com) for consideration.*

## **State News**

### **Legislative News**

*by Carolyn Kaiser, WALPN Legislative Committee Chair*

The floor period for the current legislative session is nearing the end. As in past years we can expect some last minute whirl wind wonders with little thought. There are many important issues that will reflect our Wisconsin's future. For this column I'll focus on the education of nursing assistants and how this will affect you one way or another.

Since 2008 WI Statues have stated to become a certified nursing assistant (CNA) one needed to have 120 hours of training; including 32 hours of clinical supervision. WI had pride in educating the nursing assistants and the ability to provide quality care. Since 2011 WI Legislature budget has constantly taken steps to starve Medicaid reimbursement. Since 2012, Medicaid allowable cost have increased 13% while Medicaid rates have only increased 3.4% during that same time period. In fiscal year 2014, WI was second to the bottom; in 2015-16 we moved to the bottom.

So what has happened... Caregivers get stressed, they work short staffed, they don't take breaks or lunch, they stay late, they are mandated overtime, but it never enough. Their health is affected. Nurses fear that their license is in jeopardy as they re-live their shift wondering if everything is done. Eventually many nurses and nursing assistants leave the facilities.

Meanwhile the management teams are spending monies on recruitment and retention, over and over. So of course no money for raises. Along came the current legislative session; Nursing Home Administrators know that staffing is at a crisis. Assembly Bill 432 was introduced so that the education of nursing assistant could be cut to 75 hours with 16 hours of clinical supervision. Some 'leaders' in the health care industry have supported this move. So I ask is their goal 'to meet' the count of the day? Is the goal that the numbers look good on some graph? People can window dress this as they wish, but the bottom line will tell you that knowledge and quality care are being compromised.

Thanks to the AARP, Alzheimer's and Dementia Alliance of WI, Dane County, Disability Rights WI, Greater WI Agency on Aging Resources, League of Women Voters of WI, WI Coalition of Independent Living Centers, and WI State AFL-CIO who registered against this bill. Making an appearance against this bill at the public hearing were

representatives from Board of Aging and Long Term Care, WI Board in Aging, and Long term care, and two persons from MATC Madison.

For legislators to support this bill I must ask: "Have you ever visited your family in the skilled nursing facility"? "Have you ever been a patient in a skilled nursing facility"? "Do you pay an attention to the classification of staff, number of staff"?

We don't know what will happen at the 11<sup>th</sup> hour of the legislative session; but we need to alert! WALPN has many front line experts who would be excellent teachers to the legislators in your district. Give them the facts on health care issues.

### **IMPORTANT NOTICE!!!**

If you change your name, address, phone number or email, it is very important that you notify the National and State office of these changes, to better serve you. Thank you.

### **WALPN NEEDS EVERYONES HELP!!!!**

The next annual conference of WALPN will be electing 2 officers. According to the bylaws, the Vice President and Recording Secretary are elected in the even numbered years-that will be 2018. This is for a 2 year term. If you haven't held a state office, now is the time to do it. There are members willing and available to help you. It does not take a lot of time. Please give it some serious thought!!!

### **WALPN NOMINATING COMMITTEE**

### **WALPN 2016-2017 Executive Committee**

President: JoAnn Shaw 1102 E. Cedar Ave. Manitowoc, WI. 54220 (920)-901-0988 [jslpn@sbcglobal.net](mailto:jslpn@sbcglobal.net)

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Past President: Carolyn Kaiser 2964 35th Ave. Elk Mound, WI 54739 (715)874-5156 [crkaiser369@gmail.com](mailto:crkaiser369@gmail.com)

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Treasurer: Sharon Buckson 1504 Johnson Ave. Racine, WI. (262) 639-1684 [sbuckson1@wi.rr.com](mailto:sbuckson1@wi.rr.com)

### **WALPN Board of Directors Presidents**

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## WALPN Committees 2016-2017

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*\*Denotes Chairperson*

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## National News

Here are the most current update from the NALPN:

1. NALPN 69<sup>th</sup> Annual Conference will be October 24<sup>th</sup>-27<sup>th</sup>, 2108 @ the Omni Hotel in San Antonio, Texas. Cost will be determined at a later date. The conference will be partnered with Black Nurse Rock. **THERE WILL BE AN EARLY BIRD SPECIAL PRIOR TO THE CONFERENCE, SO KEEP YOU EYES OPEN AND SAVE \$100)**
2. NALPN Newsletter will be quarterly, you can submit articles directly to the National Office
3. NALPN to have 2018 Standards of Practice for LPNs on their website soon (hit home tag, then history) [www.nalpn.org](http://www.nalpn.org)
4. NALPN has sent out a letter to the Wisconsin Legislature opposing the over utilization of unlicensed personal to be used instead of LPNs.
5. NALPN now has a new Chapter from the Bahama's (5 LPNs from Bahama's came to the conference & started their chapter w/NALPN). Cuba is in talking stages of joining NALPN.
6. New Officers for NALPN: Gwen Dunn from Mississippi reelected to Treasurer, Beverly Morgan from Maryland reelected as President, Shawanda McQuarter from Mississippi elected as

Director, and JoAnn Shaw from Wisconsin elected as Director.

7. March (March Madness) and April (Spring Fling) 2018 The NALPN Membership Committee will hold a **“NEW MEMBER CAN JOIN FOR \$50”**. This is only for these 2 months, and only for NEW members, or Members that have been out of the organization for over 5 year

If you have any questions or concerns, please contact JoAnn Shaw, WALPN President and NALPN Director.

Sincerely,  
JoAnn Shaw WALPN President

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## **A Day in the Life, LPN Style**

**Special Note: “Words are or course the most powerful drug used by mankind”. Rudyard Kipling**

## **Capnotes Educational Corner**

Barbara’s Top Tips R/T Diabetes Education

Words we say with our patients are part of the healing process, and emotional response to living with Diabetes. As Diabetes Educators, our time, what we say, and when we say it makes an impact. Here are some tips for using words to produce positive well-being.

1. Use “condition” instead of disease, as disease might seem like something that may be contagious, and painful that needs to be treated with medicine. Diabetes is a chronic condition that can be managed and cared for in a way that produces health and well-being.

2. Use words that describe outcomes or behaviors instead of describing the person. You can say “his blood glucose is outside the range ’instead of ‘he is poorly controlled or non-complaint’. When health professionals use such labels, it suggests that they may have given up and unwilling to collaborate with them.

3. Use statements like ‘you could consider, you could try, consider the following options, instead of ‘should, should not, have to, can’t, must. People with Diabetes (PWD) are the primary decision makers in their treatment options. Suggesting treatment options for PWD to decide what he/she wants to do with that information and to take responsibility for his/her own health.

By Barbara Eichorst