



The National Federation of Licensed Practical Nurses, Inc.

Membership Newsletter - May 2011

Dear valued member,

We do our best to stay in touch and to provide resources to keep you abreast of situations and changes that affect the LPN/LVN profession. However, our information is only as good as the involvement of our membership. This organization is a member driven professional organization. Your input and support are vital to the activity and well-being of NFLPN.

State Association News

Mississippi News

The Mississippi LPNs held their State Convention April 12-15, 2011 in Philadelphia, MS. Over 907 LPNs, PN Students, and Educators were present. Vendors were present in full force, as all 15 vendors gave information to the attendees. NFLPN President, Ottamissiah (Missy) Moore was present and offered a class on wound care. Approximately \$5000 worth of student scholarships were awarded to PN Students, along with the 2011 Habitat Humanity Platinum Award was awarded to Itawamba Community College PN Students for 96 hours of volunteering.

Newly elected officers were as follows:

1st Vice President LeKathryn Gipson, 2nd Vice President Dave Schafer, Directors Carolyn Harper and Dorothy McCullum.

New York News (NYSALPN)

The New York State Association of Licensed Practical Nurses contact information has changed to P.O. Box 1446 Latham, NY 12110, nysalpn@gmail.com, nysalpn.org. Follow them on Twitter and Facebook!

The first official membership meeting will be held June 11th, 2011 at 10:30am at Lisha's Kill Reformed Church (meeting room) 2131 Central Ave. Schenectady, NY 12304. They are sponsoring a Wound Certification Course by the Wound Care Education Institute July 12th-15th, and a Breast Health Educator Certification through the Maurer Foundation in November.

NYSALPN is also working on holding its first annual Meeting/Convention in July 2011. Contact the NYSALPN for further information on these events.

New Hampshire News

Officers of the NHLPNA are Patricia Tobin President; Lynn Cote Vice President; Lois Estell Treasurer; Linda Haskins Secretary; Francis Butler Director; Roxanne Labelle Director; Melissa Gaherty Student Board Member.

The spring Conference was held April 9th, 2011. Morning topic included Diabetes and Dietary Issues, which was shared by the presenters. The afternoon sessions was done by a physician from Dartmouth Hitchcock Medical Center on the subject of Transgender. During the break everyone experienced a "Laughter Yoga" session, which was enjoyed by all.

Kerri Mellet and Melissa Gaherty, NHTI Concord Community College School of Practical Nursing students, were awarded NFLPN membership for their essay on "Why I Want to Be an LPN". Mellissa was the top winner who also received \$150 prize.

New Hampshire News (cont.)

Martha Peard, Secretary for NHLPNA the past 2 years, graduated from River Valley College with her RN, and was given a certificate of appreciation from the NHLPNA Board.

Patricia Tobin, Lynn Cote, and Roxanne Labelle (all employed in Dermatology at Dartmouth Hitchcock Medical Center) gave a presentation to 101 student health classes on Melanoma, with an emphasis on sun protection. Patricia and Lynn also met with the Chief Nursing Officer at Dartmouth Hitchcock with hopes to get LPNs back into the hospital inpatient setting.

Serving on NFLPN Committees are: Membership, Lynn Cote, Vice Chair; Patricia Tobin, and Roxanne Labelle. Linda Haskins serves on the NFLPN Newsletter Committee, and Patricia Tobin serves on the State President Committee.

North Carolina News

The state association of North Carolina is announcing the resignation of Pat Beverage as their President, and thanks her for years of untiring love and devotion to this organization. We wish her well in all her endeavors. Mavis Moss, Vice President has been great for stepping up to the plate during this transition. North Carolina LPNs thank her!

Deborah Jenkins has been re-elected to the North Carolina Board of Nursing for another 4-year term. She continues to be a voice for LPNs.

North Carolina is asking for everyone's prayers during their difficult times, and wants everyone to know that the WILL survive, and vow to keep working hard for LPNs.

Wisconsin News

Wisconsin held their 61st Annual Convention in Green Bay, WI. titled "Healthcare Needs LPNs". This event was attended by LPNs, PN students and Instructors. Keynote speaker Kelly Goodman gave a heartfelt personal experience of "How You Can Make a Difference" by what you say and do. There were six other CEUs to gain knowledge about many health issues today.

Next years state convention will be held in the Wisconsin Dells area, and will focus on Healthcare provider take care of thy self. Sharon Buckson, Chair of the NFLPN Awards Committee, also the Credentials Committee, and Chair of the Ways and Means Committee. Annette Hooker is serving on the Awards Committee. JoAnn Shaw serves as chair of the Membership, and Newsletter Committee.

The Wisconsin Association is going strong, and will have approximately 12 members attending the NFLPN Convention in San Antonio, TX.

State News Continued

Military News

Brigette Pierce was honored with the Employee of the month award. This award was presented for the month of April at the Dwight David Eisenhower Army Medical Center. She was recognized for her hard work and dedication by peers as an example for all to follow. "YOU have made a difference".

ATLARGE Membership:

At Large members are NFLPN members that reside in states without a state level association. Several LPNs/LVNs have expressed interest in establishing a state constituency. We need volunteers to bring a group together, establish board members, and create the state chapter bylaws and charter.

If you are that special volunteer and would like more training and support opportunities in your state, please contact Missy Moore, LPN, NFLPN President at ottamissiah@yahoo.com.

For more of your local news, please contact the respective state association. Contact information is located on our website at www.nflpn.org on the State Association page.

NFLPN Awards Committee

The Awards Committee has developed something NEW for all NFLPN Members to give their input. They have created the Outstanding LPN/LVN Award to be given to a member who promotes the LPN/LVN, and is a member in good standing in NFLPN. Please take the time to consider nominating a fellow NFLPN Member for this award. See attached application. For any questions contact:

Sharon Buckson
1504 Johnson Ave.
Racine, WI. 53402
1-262-639-1684
sbuckson1@wi.rr.com

Membership Recruitment Opportunities

If you haven't been to the last 2 National Conventions, then you have missed out of a chance to win the fabulous, "LPN Bag of Essentials", which is valued at almost \$200. Again this year the Membership Committee will be having this chance available at their table at the National Convention in San Antonio, TX.

Members who recruit the most new membership from October 1, 2010-October 1, 2011 will be recognized for their efforts.

- Recruiters will be entered into a drawing for a 1-year FREE membership renewal.
(Be sure to have your new recruits note your name on their membership form or online to receive credit for your recruitment efforts)
- Non-members who join during the 2011 convention enter in a drawing for a 50% membership renewal.
- Student non-members who join during the 2011 convention enter in a drawing for 50% membership renewal.

Come join the fun and be a winner!!!

If you have ideas for membership recruitment, please contact JoAnn Shaw at jslpn@sbcglobal.net.

ATTENTION NFLPN Membership:

Our main office has moved. Our new mailing address is:
NFLPN
111 W. Main Street #100
Garner, NC 27529

Please make note of the mailing address change for future correspondence. All other contact information will stay the same.

Changes to your membership processing:

Presently, if you submit your membership application or renewal with a valid email address you will receive your membership card and correspondence via email.

During the March 11-12 Board Meeting, it was determined to include a statement and check box for you to consent to receiving your materials electronically or be mailed. Please keep a look out for this request on your next dues statement.

If you presently have an email address on record and DO NOT want to receive your materials via email, please call, write or email NFLPN and indicate how you would like to receive any future correspondence.

Newsletters will continue to be send electronically and posted on the NFLPN website only.

Group Membership Processing:

If you are a school submitting a group of student memberships, please send your membership list via email on an Excel spreadsheet for quicker processing. Please include the following information on your spreadsheet for each student: First Name and MI, Last Name, Mailing Address, City, State, Zip, Home phone, Work phone, Cell phone, email address, birth date, State assoc, School chapter (if app), Referred by.

Please indicate payment details and school info and point of contact in the email.

If you require W-9 information or an invoice to process your school's group payment or have any questions regarding membership information, please email nflpn@mgmt4u.com.

Find us of Facebook and post your group pics from the 2010 convention and your state events. The more the merrier!

Remember to keep your membership contact information current. Call NFLPN at 800-948-2511 or email nflpn@mgmt4u.com with any changes to your name, address, phone numbers, and email.

Article Submission: "The Power of the LPN"
by Carolyn Kaiser, WALPN Past president

What is the source of the LPN power? Please take a couple of minutes to think about that. Truly, it is the LPN's joining together to achieve common goals! Each person has control of 'their' power and joining with others who have like goals make us stronger. What power would you like to improve and discuss with someone who is *walking in your shoes*? How would you rate the following as issues that you would like to converse with?

- *dealing with death and dying
- *tips to make 'floating' easier in work environment
- *hostile work environment
- *communication with families – 'HIPPA'
- *current treatments/medications/diagnosis
- *keep current with the Scope of Practice
- *listening
- *diversity of the LPN role
- *participation in training
- *fitting your family in

In today's world, we rely on technical equipment for many of our tasks, although that has become a necessity and more of the norm, don't forget we are people first! One on one communication is the best way to 'talk' to people. Graduating and passing the state board is a great beginning to your nursing future. Now more than ever LPN's need to stay current, know the law, and protect the public in their every day @ work.

Thank you Carolyn for sharing your article with us!

Newsletter/Publication Information:

We were sad to see the Advance for LPNs quarterly publication go and do not yet have a replacement publication for our membership to receive. However, we are working to locate a marketing company to develop and manage a new publication which will replace the newsletter, include LPN related articles and information and offer advertisement and job posting opportunities.

JoAnn Shaw, LPN is the Newsletter Committee Chair and asks each quarter for articles and state news and event information to be included in our current newsletter format. We would appreciate any volunteer effort on behalf of our membership to participate in growing the information shared in our newsletter.

Please send any local event information, professional awards to earn or received by LP/VNs, changes in state licensure, training opportunities, and helpful articles you feel are noteworthy to JoAnn Shaw at jslpn@sbcglobal.net. We appreciate your assistance!



IT'S TIME!!! See you there!

Join us for our
62nd Annual Convention
in lovely San Antonio, TX
October 19-23, 2011

Separate training days on Oct 19-20th
offer the NEW ELNEC Veterans Core
Training and Train-the-Trainer
and an IV Therapy Refresher Course.
(Click here for more convention details)

NFLPN Prepares Civilian & Military LP/VNs
thru Advanced Continuing Education
and Emergency Training

The 62nd Annual Convention information is finally available. We have updated our website with full details at <http://www.nflpn.org/convention.html> for you to be able to register online for the event.

The convention brochure will be out in the mail to members shortly but is available for viewing and download on the website as well.

Information for students and instructors interested in the 4th Annual Student Day competition as well as exhibitor and sponsors is available for viewing and download on the website.

There is a lot to look forward to this year in San Antonio and special training sessions available at a steep savings. Take advantage and tell your peers!

The NFLPN Board has approved future locations for the convention: Las Vegas in 2012, Mississippi in 2013, and Los Angeles in 2014. We hope to bring you more exciting programs in the coming years!

Executive Board Member Positions:

The Treasurer, Secretary and two Director positions will be available for nominations this October during the Annual Convention.

If you are interested in representing NFLPN at the Executive Board level, please review the NFLPN By-Laws for eligibility requirements and contact the Nominating Committee Chair, Margie Monroe or send your nomination to our main office to be forwarded by July 1st. If you are in a constituent state, your nomination must go through your current state association president for approval first. A Nomination form is included in this newsletter for use.

Disarming Difficult Personalities at Work

Adapted from author's keynote topics: *Dealing with Difficult People* and *Raiders of the Lost Spark* and

latest book from McGraw-Hill: *Too Busy for Your Own Good* By Connie Merritt, RN, BSN, PHN

Dealing with difficult people can feel like a fulltime job sometimes. They can slow you down, upset your equilibrium and drain your energy. Sorry to say, there's no single approach that will be successful with every quirky personality. But you can counter some of the most common troublesome behavior. Here are some suggestions.

With Exploders, Tantrum Throwers and Yellers. Resist the instinct to push back. Emotions are already too high. Instead:

ADOPT A NEUTRAL STANCE. Picture an inflated balloon that you just let go... *fssssuuuu* all around the room. Do not interrupt or touch the person.

RISE SLOWLY IF YOU'RE SEATED. Maintain eye contact, but don't stare like a zombie. Slow your breathing. Cross your arms or make a "stop sign" gesture, if you're feeling strong.

SNAP THEM OUT OF IT. Speak the sweetest word they know: their own name. Don't say "calm down," "wait a minute," or "stop." Instead, try one of the following:

Ask for a solution. "Al, I can see this is a big problem to you. What can we do together to help solve it? What would you like me to do?"

Ask more, "Is there anything else?" Don't let them play on your instinct to defend.

Ask them to leave. Say: "I fell overwhelmed right now. I would like you to come back when your less angry."

Leave. "I'm going to leave now, and I'll come back when we can talk about this in a more productive way."

With Unreliables. They promise but they don't deliver. Here's how to keep them on the up-and-up.

BE REALISTIC. Say: "I know this kind of commitment is hard for most people. Are you sure you can make it?"

FIND THE MIDDLE GROUND. "I know that we agreed on two weeks, but I'd be okay with three weeks if that would help you."

ASK FOR A RECAP. Ask the person to explain his or her understanding of the important facts.

TIE THE COMMITMENT TO A SENSE OF HONOR. "Do I have your word on that? I know I can count on you." If necessary, put it in writing--and both parties sign.

With Chronic Critics. Snide comments can be deflating. But when you call people on it, they often say, "Oh, I was just kidding." Critics also use dramatic signs, eye rolls and thumbs-down gestures. Try these responses:

AIM FOR AN ALTERNATIVE TO THE SNIPING. Ask: "Do you have anything to add?"

SMOKE THE PERSON OUT. "That sounded like an insult. Did you mean it that way?" Or, "The 'stupidest idea'...what exactly makes you say that?"

EXPOSE COVERT GESTURES. "What did you mean by that?"

SEEK GROUP CONSENSUS OF THE CRITICISM. "Does anyone else see it that way?" If the group agrees, ask "Can you be more specific?"

ASK FOR MORE CRITICISM. "Anything else?"

With "No People" and Negative Analysts. First, distinguish between the two. Negative analysts are contingency planners who can be very help. "No people" on the other hand describe problems and make complaints without offering solutions. Here are some tips for dealing with "no people:"

BE POSITIVE. Acknowledge what the person said: "You could be right." But don't get sucked into his or her negativity. Say, "That has not been my experience."

DON'T ARGUE. Chances are, the person tends to be the "glass half empty" type, and you're not going to change that orientation.

ASK FOR SOLUTIONS. "What do *you* think would work here?"

EXAMINE THE NEGATIVITY. "What's the worse that can happen?"

TRY TO REPROGRAM. Meet with the person privately. Try: "You may not be aware of how negative you've become. And I don't think this is who you really are." Often, when people are made aware that they have slipped into being a "no person," they take it upon themselves to improve.

With Indecisives and Stallers. First cousins to the "no people." They research everything to death and want a perfect result. Try this:

GIVE FEWER ALTERNATIVES. Suggest your own preference.

GIVE A SPECIFIC DEADLINE, IF YOU CAN. "If I don't hear from you by tomorrow afternoon by 3, I'll go ahead with my choice."

MAKE THE DECISION WITH THE PERSON'S HELP. Start with a pros-and-cons list: "Let's look at all sides. What else might we consider?" Try to move ahead, "It seems like there are more reasons to go forward. I'll draw up the paperwork and return it for your approval."

Key questions to ask. My friend Jim Grigsby reminds me of a crucial step *after* you deal with a difficult person, the post-battle analysis. Ask yourself:

- **Did I cause or contribute to the problem?** (by not knowing enough about the other person)
- **Did I create the environment that allowed the situation to flourish?** (by ignoring it or hoping it would go away)
- **What was the cause of the crisis?** (a lack of communication, bad information)
- **How did I respond to each event or stage?** (learning when to hold 'em and when to fold 'em)
- **Can this situation be prevented in the future?** (learn a new skill and practice before the crisis)
- **What can I learn from this experience?** (you are able to take care of yourself and stay out of danger)

When dealing with a difficult person, analyze the problem, the causes, and your reactions. This is your way to *take responsibility* for getting yourself into the mess in the first place. You CAN prevail over someone bigger, stronger, and more formidable with knowledge, courage, and practice.

If you have any questions, please call: 949-494-009
Connie Merritt | P. O. Box 9075 | Laguna Beach, CA 92652-9075
Web link: www.conniemerritt.com



**NFLPN AWARDS COMMITTEE
“Outstanding LPN/LPN Award”**

This award nomination is to promote and recognize outstanding achievements of LPN/LVNs who are and continue to be members in good standing of NFLPN.

APPLICATION FORM

Name: _____

Address: _____

Phone: _____ **E-Mail:** _____

Member #: _____ **# Years of membership:** _____

of NFLPN Conventions Attended: _____

Type of Nursing: _____ **Yrs worked** _____

Please include a short biography /nursing history.

Recommended by: (NFLPN Member/State president):

(Please copy and paste or type this information into a document. Forward any submissions to Sharon Buckson, LPN, Awards Committee Chair at email: sbuckson1@wi.rr.com for consideration.)

National Federation of Licensed Practical Nurses, Inc.

NOMINATION FORM – Officers/Nominating Committee

By-Law Requirements for Nomination:

ARTICLE VII – OFFICERS

SECTION 4.

Each candidate for any office shall have been a member of NFLPN for the past three (3) consecutive years and shall have served as a delegate at no less than two (2) annual conventions of NFLPN. A member of NFLPN who is a member of the Board of another national Practical Nursing Organization is not eligible to serve as an officer of NFLPN. If an officer of NFLPN becomes an officer of another national Practical Nursing Association, that action shall be deemed a resignation from office in NFLPN.

ARTICLE VIII - NOMINATIONS AND ELECTIONS

SECTION 1.

- c. The President, Vice President and two (2) Directors shall be elected in the even numbered years. The Secretary, Treasurer and two (2) Directors shall be elected in the odd numbered years.

SECTION 3.

- a. At the Annual Convention, five (5) members shall be elected to serve on the Nominating Committee. The Chair and vice Chair shall be determined by the highest and second highest plurality vote. In the event of a tie for Chair, the Nominating Committee shall vote to determine the Chair from the two (2) tied members.
- b. Candidates for the Nominating Committee shall have been a member of NFLPN for the past three (3) consecutive years and shall have served as a delegate at not less than two (2) Annual Conventions.

SECTION 4. The Nominating Committee shall:

- a. Solicit nominations from NFLPN Members;
- b. Consider the qualifications of candidates proposed by membership and by the Nominating Committee;
- c. Secure the written consent and affirmation of all proposed nominees;
- d. Prepare a report of nominees for NFLPN Executive Board and Nominating Committee with at least one (1) but not limited to one (1) name for each office to be filled and five (5) but not limited to five (5) names for the Nominating Committee; and
- e. Send a copy of the Nominating Committee report to the NFLPN office at least sixty (60) days prior to the convention and a copy to all members at least thirty (30) days prior to the convention.

Please indicate office of intent:

President Vice-President Secretary Treasurer Director Nominating Committee

General Candidate Information:

Nomination Year: _____

Full Name of Candidate: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

Cell Phone: _____ Email: _____

Are you currently a practicing LP/VN: Yes No

If yes, what area do you practice in? _____

Employer Name & Address: _____

If No, what is your current employment? _____

Employer Name & Address: _____

Membership/Convention Attendance Information:

State Association: _____ Yrs of Consecutive Membership: _____

Number of Conventions Attended: _____ Actual Years Attended: _____

Which years did you serve as a Delegate? _____

Education Information:

School of Practical Nursing: _____ Graduation Date: _____

If you did not graduate from a school of practical nursing, explain how you obtained your nursing preparation on a separate sheet of paper to be included with this nomination form.

College/University: _____

Major/Degree: _____ Graduation Date: _____

If you did not graduate, please list the number of college credits received. _____

Other Educational Preparation: _____

Association Involvement Information:

Elected Offices:

NFLPN _____ Dates Served: _____

NFLPN _____ Dates Served: _____

NFLPN _____ Dates Served: _____

State Association _____ Dates Served: _____

State Association _____ Dates Served: _____

State Association _____ Dates Served: _____

Local Division/District _____ Dates Served: _____

Local Division/District _____ Dates Served: _____

Local Division/District _____ Dates Served: _____

Committee(s):

NFLPN _____ Dates Served: _____

NFLPN _____ Dates Served: _____

State Association _____ Dates Served: _____

State Association _____ Dates Served: _____

Local Division/District _____ Dates Served: _____

Local Division/District _____ Dates Served: _____

Other Professional Offices:

Organization: _____ Office: _____ Dates Served: _____

Organization: _____ Office: _____ Dates Served: _____

Candidates Pledge

I wish to be nominated to serve as a member of the NFLPN Executive Board or NFLPN Nominating Committee as indicated above. I will serve to the best of my ability and I will attend all meetings and fulfill my responsibilities. The information submitted above is true to the best of my knowledge:

Signature: _____ Date: _____

If this form is being submitted by an action of a Constituent State Association of NFLPN, the State President must sign below. Otherwise, do not sign this portion of the form.

State Association: _____

State President's Signature: _____ Date: _____



National Federation of Licensed Practical Nurses, Inc.

NFLPN • 111 West Main Street #100 • Garner, NC 27529

Phone: (919) 779-0046 - Fax: (919) 779-5642 • Email: nflpn@mgmt4u.com

Newsletter Advertisement Request

Company: _____

Contact Person: _____

Address: _____

Phone: _____ Fax: _____ Email: _____

Advertisement Deadlines: February 1st, May 1st, August 1st, November 1st

The NFLPN Quarterly Newsletter publication is distributed electronically to current NFLPN members and posted on our website for mass viewing. NFLPN is comprised of licensed practical and vocational nurses (LP/VN), retired LP/VNs, military practical nurses, practical nursing students and instructors and other members who support our national organization. All supporters of LP/VNs, specialty and training programs, target marketing, job placement and recruitment are welcome to advertise with us.

Advertisement Rates:

Full Page	(7 1/2" w x 9 1/2" h)	\$75.00	_____
Half Page	(7 1/2" w x 4 3/4" h)	\$50.00	_____
Quarter Page	(3 3/4" w x 4 7/8" h)	\$25.00	_____
Job Placement (50 Word Listing)		\$10.00	_____

Total : _____

Note: Electronic files must be emailed by deadlines to nflpn@mgmt4u.com in .jpg, .bmp, .pdf, .tiff or .doc format and must be a high resolution quality for web viewing and print. Advertisements are subject to editorial approval. Advertisers will receive an electronic copy of the issue in which the ad appears. Please contact us at 800-948-2511 or at nflpn@mgmt4u.com if you have any questions.

Payment Method:

NFLPN Tax ID #13-1690105

_____ Check enclosed (Check payable to NFLPN and mail to: NFLPN, 111 West Main Street #100, Garner, NC 27529)

_____ Credit Card: ___ VISA ___ MC ___ AMEX (Fax to: (919) 779-5642 or Email: nflpn@mgmt4u.com)

CC#: _____ CSV#: _____ (3 digit code)

Exp. Date: _____ Name on card: _____

Authorized Signature: _____

Staff use: Amt paid: _____ Check #: _____ Recd: _____ CC processed: _____