

NCAOHN CONNECTION

North Carolina Association of Occupational Health Nurses

Fall 2009



Judy accepting Education Award that NCAOHN received at the AAOHN symposium

From the President.....

Fall is a time of change. In nature, we go from warm weather and long days to colorful landscapes, crispness in the air, and shorter days, looking forward to holidays with family and friends and those cold winter months ahead. As we look at NCAOHN we are in a climate of change as well. We are seeing more and more families affected by our economy and for occupational nurses this has meant job loss to many. Our membership is declining and we often find ourselves giving comfort to a peer that has been forced into early retirement or struggling to get enough hours to pay the bills. What does this mean for our organization? As Kay Campbell, President of AAOHN would say, it means staying strong, but also changing.

I would challenge each of you to examine yourselves to see if you have equipped yourselves to be strong and survive. At the national symposium we were given that same challenge and told to first look within – mind, body, and spirit. We need to look and put into action change that will be effective to keep our organization strong amidst the difficult economic times, overwhelming workloads, and family demands such as elderly parents, children whether young or old that are still in the home, and ailing health for ourselves and spouses.

NCAOHN as an organization could sit back and talk about what we have done, how we did it and what we are doing, but that will not keep us afloat. We are living in complicated times with so many “things” such as technology, communication, and information overload. These changes have affected the way we live at home and in the workplace. I dare say, that there isn’t a single person that can say he or she is working in the same manner that they did 5 to 10 years ago. Most persons would agree that their roles have expanded and workloads have increased. What about occupational health and NCAOHN? To continue to be the organization that we have all come to appreciate, it must change as well. We must all ask the questions why, how, and what. Why is it important to have a strong organization, how will we maintain and what will it take, to not only survive but to thrive in 2010? As nurses, we learned early in our careers to assess, plan, and implement or set to action. I challenge each of you to do the same as you serve in your workplace, within the local chapters and state. We are a volunteer organization, but one that has great power to change and affect the lives of many. What tools do you need to do your job and what are you looking for from NCAOHN and how can you help? Those that know me from the workplace have often heard me say, “How do you eat an elephant? - one bite at a time”. We have a big elephant before us, but it will be eaten if we all take a bite together. Please consider how you might serve on a committee, run for an office, contribute ideas for future programs, mentor other OHNs, or just be more active in the organization. We are all busy, but as you know, we make time for the things we value.

Judy Garrett

**NCAOHN
Board of Directors**

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Governmental Affairs, State Legislative— Brenda Brawn

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Finance—Deborah Fuldner

debbie.e.fuldner@gsk.com

Reba Roseman



Barbara Bancroft - Back in North Carolina

Come June 2010 we can laugh and learn again with Barb. She will be conducting a one-day seminar in Asheville and Greensboro through AHEC. The dates and contact information are below. While we do not have the topic, be assured it will be informative and entertaining. Mark your calendar, check with the AHEC contacts in early 2010 and make plans to attend.

June 10: Topic TBA Asheville, NC contact:

Karylee.Clark@MAHEC.net

June 11: Topic TBA Greensboro AHEC contact:

Barbara.Bainbridge@mosescone.com

Research Awards

Research Award: \$500.00

Receive Funding for a Research Project conducted in your workplace
One Awarded per Year
No Deadline Date for Proposal

Poster Grant: \$250.00

Present Poster at NCAOHN Conference

One Grant per Conference, divided equally among accepted poster submissions

Deadline for Poster Abstract Application:

March Conference: February 1st
October Conference: September 1st

No applications will be accepted after these dates!

For more information or instructions about Research Grant Proposal or Poster Abstract, please contact anyone on the research committee – contact information is listed below:

Judy Ostendorf, MPH, RN, COHN-S, CCM, FAAOHN
University of North Carolina @ Chapel Hill
1700 Airport Road, CB # 7502
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Or

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Or

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Chapter News

The North Carolina **Triad** chapter of Occupational Health Nurses has had a busy 2009. We've enjoyed two CEU programs: a DOT update hosted by Jinx Perrou at Moses Cone's new facility in Kernersville, and the 17th Annual Orthopedic Update hosted by Greensboro Orthopedics at the Starmount Country Club. Both programs were well attended and valuable information gleaned from our local experts.

Our annual business meeting was hosted by Greensboro Orthopaedics at the Starmount Country Club in Greensboro. We had a presentation by Dr. Brooks on neck and arm injuries and treatments. Reba Roseman was congratulated and recognized on her receipt of the Medique Nurse of the Year at the NCAOHN Fall Conference. We've had some changes to our Board of Directors: due to personal commitments, Carol Harris resigned her position as President. We installed several new officers and directors at our Annual Business Meeting in November:

President:	Jill Simons
President Elect:	Brenda Ratcliffe
Directors:	Billie Harris Cheri Yates

We have a total of 87 members and hope that all members will participate in the activities of the local association in 2010. There is so much to be gained by being an active member of the local association now more than ever. Beyond the CEUs, the opportunity to meet with and discuss challenges of the profession with other Occupational Health Nurses is uplifting and the ability to mentor new nurses coming into the field is a blessing.

Foothills

Current Membership: 51

Meetings are held quarterly and CE's are always provided.

June: Obesity: Employees, Employers, and the Role of the OHN
Speaker: Kathy Dayvault, RN, MPH, BSN, COHN-S/CM

Aug: Leadership is Everybody's Business: The Five Principles of Exemplary Leadership-Speaker: Sharon Roberts, Corp. Training Manager, Hickory Springs Manufacturing Co.

Nov: Work Injury Management - From Start to Finish

Speaker: Debra Lord, PT, CEAS, Job Ready Services

Charity: We support a charity of member's choice, rotating between each county represented in the Foothills chapter. We 'pass the plate' at each meeting.

NC Foothills Nurse of the Year Award - was presented to Kathy Dayvault at the August meeting. Kathy is our current 2nd Vice President and Program Chair.

Leadership: Foothills financially supported board members Cynthia Sacona & Laura McHargue to attend a one-day Skill path seminar in Hickory on 11/2. "Conference for Women: Professional Growth & Development / Developing your Inner Powers". We have been seeking leadership venues to replace the AAOHN COL.

Membership Survey

1st Vice President, Cynthia Sacona, created & emailed a satisfaction survey to members using the Survey Monkey tool. Our response was 49%, which is greater than past surveys that had been mailed. The results will be used to plan future programs.

Membership Programs

Darlene Meisner, Membership Chair & director, gives a \$25 gift at each meeting. Prize is awarded by random drawing of all present. At the end of the year, we will give a \$100 gift card. Members get one chance in the drawing for each meeting attendance during the year.

Governmental Affairs Chair-Jeanna Guill, director, has agreed to take this position

New Stuff: Kathy Dayvault finished her studies for her MPH & got a new job with Shaw, Inc. Cynthia Sacona passed the exam & is now a Certified Case Manager

Governmental Affairs

GINA's Employment Provisions Take Effect November 21

As GINA's November 21 effective date nears employers need to familiarize themselves with the provisions of GINA. Many employers are under the mistaken belief that GINA only applies to employers who conduct genetic tests. That is not the case. While genetic information protected under the Act includes information obtained from genetic tests, and an employee's request or receipt of genetic services, it also protects family member medical information including information about the manifestation of a disease or disorder in an employee's family member. GINA prohibits employers from both requesting and disclosing genetic information except in limited circumstances. As the effective date approaches, employers should consider taking the following actions:

- Amend EEO policies to include a prohibition on genetic discrimination;
- Review medical questionnaires for unlawful requests (even if solicited post-offer such forms should no longer request family medical history);
- Train supervisors and managers on the prohibitions contained in GINA and the types of information they can and cannot discuss with employees;
- Re-evaluate the types of information requested in conjunction with sick leave or other absences (although an employer may still gather family medical information in connection with a request for FMLA leave, the employer may be limited in its ability to request similar information for non-FMLA protected leave);
- Take steps (through policy and training) to insure that the genetic information/family medical information that an employer does have is maintained confidentially. Such information, even information that is obtained or overheard inadvertently, should not be further disclosed by the employer, except as narrowly allowed by the Act.

The new workplace poster from EEOC can be found at:

http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf

Nurse of the Day

Don't miss your opportunity to apply to serve as Nurse of the Day at the NC General Assembly. The NC General Assembly will reconvene on May 12, 2010. You can apply at

http://www.ncnurses.org/NOD_general.asp

H1N1

The 2009-2010 Flu Season continues to be an unusual challenge for our workplaces. Below you will find some websites that offer useful information to prepare and handle this flu season.

2009 H1N1 Flu Resources for Businesses and Employers

<http://www.cdc.gov/h1n1flu/business/>
<http://www.flu.gov/professional/business/index.html>

CDC Guidance for Businesses and Employers To Plan and Respond to the 2009–2010 Influenza Season

<http://www.cdc.gov/h1n1flu/business/guidance/>

Preparing for the Flu: A Communication Toolkit for Businesses and Employers

<http://www.cdc.gov/h1n1flu/business/toolkit/>

Occupational Safety and Health Administration (OSHA) Hotline - 1-800-321-OSHA

What Employers Can Do to Protect Workers from Pandemic Influenza (OSHA)

<https://www.osha.gov/Publications/employers-protect-workers-flu-factsheet.html>

CDC/NIOSH Occupational Health Issues Associated with 2009 H1N1 Influenza Virus

<http://www.cdc.gov/niosh/topics/h1n1flu/>

Healthcare Workplaces Classified as Very High or High Exposure Risk for Pandemic Influenza

<http://www.osha.gov/Publications/exposure-risk-classification-factsheet.html>

Cover Your Cough

<http://www.cdc.gov/flu/protect/covercough.htm>

Stopping the Spread of Germs at Work

<http://www.cdc.gov/germstopper/work.htm>

Workplace Questions:

http://www.flu.gov/faq/workplace_questions/index.html

Community Mitigation Measures

<http://www.flu.gov/professional/community/commitigation.html>

OSHA Website for Businesses

<https://www.osha.gov/dsg/topics/pandemicflu/index.html>

DHS.gov: For General Updates on 2009 H1N1 Influenza Preparedness and Response

<http://www.dhs.gov>

Disaster Assistance and Recover Resources from the ASBDC

<http://www.asbdc-us.org/Resources/Disaster.html>

Central Repository of Federal Disaster Assistance from 13 Agencies

http://www.disasterassistance.gov/daip_en.portal

FEMA's Guidance on Business Continuity

<http://www.fema.gov/business.index.shtm>

SBA's Disaster Preparedness Page

<http://www.sba.gov/services/disasterassistance/disasterpreparedness/index.html>

Every Business Should Have an Emergency Plan

<http://www.ready.gov/business/>

***Please join NCAOHN as we head to the coast
for our Spring 2010 Conference***

"Staying Cool in the Heat of Change"

March 17 - 19, 2010

Sheraton Atlantic Beach

12 - 19 contact hours

This conference will focus on how to live and work in challenging and overwhelming times. Please note more contact hours will be provided. Some of topics to be covered include:

*Depression Assessment
Conflict Management
Mental Health Diagnoses and Treatment
Biorhythms and Sleep
Alternative Methods to Relieve Stress*

*Preconference Session 1: NIOSH Approved Spirometry Refresher Course 7 contact hours
Preconference Session 2: To Be Determined 2 - 3 contact hours*

Look forward to seeing you at the beach!!!

***Cara Winstead
NCAOHN Education Director***