Message from Executive President

Meet Me in Vegas!

While the lazy days of summer pass, or maybe they are not so lazy…. don’t forget to make your plans to join us in Las Vegas, Nevada for the AOHP National Conference on October 3-6, 2012. We look forward to having record attendance at this year’s conference. Registration is now open. In addition to getting continuing education you can enjoy a show, go to the casino, or shop ‘til you drop! Visit http://aohp.org/pages/education/conference_registration.html to register soon. We’ll meet you there!

AOHP Election – Don’t Forget to Vote

Beginning July 1, 2012 the AOHP polls will open! This year AOHP members will be voting for the offices of Executive Vice President, Executive Treasurer, and Region 1, 3, and 5 Directors. The nominations committee has put together a very capable slate of candidates for the 2012 AOHP election.
Our slate of candidates is:

**Executive Vice President**
Dana M. Jennings BSN RN CCM
Stephen A. Burt, BS

**Executive Treasurer**
Elaine B. Dawson, RN COHN

**Region 1 Director**
Beverly Hagar, BSN RN COHN-S
Diane Hogan, BA RN HSA

**Region 3 Director**
Betty Kuschel-Rapaski, BSN RN COHN-S CHSP
Mary Bliss, RN COHN

**Region 5 Director**
Carla Stevens, RN

Be sure to cast your vote before the July 23, 2012 deadline. At the same time members will be asked to vote on changes in the AOHP bylaws. The bylaw changes will clarify the requirement for chapter meetings and chapter finance procedures.

**Changes in Accrediting Bodies**

Members are telling the AOHP leadership that their facilities are seeking accreditation through accrediting bodies other than The Joint Commission. AOHP currently has representation on The Joint Commission’s Nursing Advisory Council, but if member facilities are now accrediting with other entities then AOHP certainly wants to be at those “tables” also. Be sure to let us know which organization your facility is accredited by when you vote in the AOHP 2012 election and when you renew your membership. The AOHP leadership plans to contact advisory boards of the most frequently used accrediting bodies by member facilities and ask to join their advisory boards. Your assistance in collecting this information will add value to your AOHP membership by keeping you informed to accrediting body activities and representing occupational health responsibilities.

Warm Regards,

Dee Tyler, RN COHN-5 FAAOHN
Executive President

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**Where’s My AOHP Conference Brochure??**

AOHP did not distribute a full conference brochure by mail this year in an effort to keep printing/mailing costs down. By now, you should have received a postcard with conference links.

You can view/print the entire conference brochure at [http://aohp.org/pages/education/conference_brochure.html](http://aohp.org/pages/education/conference_brochure.html)
Summer 2012

Expect your Summer Journal in August and enjoy the news, educational information and much more!! Look for the articles *Staying Stuck! The Case Manager's Predicament*, *Managing the Return to Work Issues after a Concussion*, and *Impact of Electronic Health Records on Nurses' Productivity*.

We are also pleased to publish a Colleague Connection article written by a member Curtis Chow on *Integrating IGRA Testing*.

Look for information on the upcoming national AOHP national conference in Las Vegas, executive treasurer’s report and an interesting highlight on one of our AOHP board members, Bev Hagar, Region One Director, , , , plus much, much more important news and communication!!

The *Journal* is always seeking articles and information from members regarding success stories, research projects or educational seminars attended. Please contact me at kstanchf@rhcc.com for additional information and assistance.

Kim Stanchfield, RN COHN-S
AOHP Executive Journal Editor

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Group Tours

The tours listed below have been specifically selected to provide 2012 conference participants with a variety of fun, unique and interesting activities. The tours have been thoughtfully chosen by the Conference Committee especially for the conference attendees and their guests. These tours are run by a professional tour operator.

- **Tour 1**: Hoover Dam, Ethel M. Chocolate Factory & Botanical Cactus Gardens
- **Tour 2**: Ethel M. Chocolate Factory & Botanical Cactus Gardens
- **Tour 3**: Hoover Dam

For more information on group tours and download tour registration form, please visit [https://www.aohp.org/Conference2012/GroupTours.html](https://www.aohp.org/Conference2012/GroupTours.html).
The 2012 AOHP National Conference Registration Is Now Open!

For your convenience you can register one of 3 ways:
- Visit the AOHP website at https://www.aohp.org/Conference2012
- Print and complete registration form and return to HQ by U.S. mail.
- Print and complete registration form and return to HQ by fax to 724.935.1560.

Download registration form here.

As you can see we have an exciting agenda waiting for you – from the must-haves (regulatory), to the should-haves (social media), to the fun-to-haves (humor.) The lineup of expert and well known speakers will surely provide the education you need to help you excel in aspects of your daily job along with a selection of vendors who will offer the tools necessary to assist you in carrying out requirements in the occupational health world in which we live. We ask that you support our vendors by visiting their booths – they are there for you!

Please take a moment to invite your colleagues, associates, acquaintances and friends to this incredible conference. Invite them while you’re networking, emailing, conferencing, Tweeting, or Facebooking. I know your enthusiasm will be a draw in addition to the quality session topics and workshops that are offered. I trust I can count on you to help make this a successful and memorable conference in Las Vegas, Nevada. Thank you in advance!

Lydia F. Crutchfield, BSN RN
AOHP 2012 National Conference Chair

Caesars Palace
3570 Las Vegas Blvd.
Las Vegas, NV 89109
Phone: 702-731-7110 or 800-634-6001
www.caesarspalace.com

Group Room Rate: Palace Tower Deluxe: $179/night
Hotel’s reservation line at 866-227-5944
Online Hotel Reservations https://resweb.passkey.com/go/SCOHP2

For more information about the conference hotel, please visit our website at http://www.aohp.org/pages/education/conference_site.html.
AOHP Offers Student Rate and Group Discount for 2012 National Conference

STUDENT RATE

$210 (Main Conference Thursday to Saturday)

Students are defined as full-time (minimum of nine credit hours) and must submit registration by mail or fax with payment and student ID.

GROUP DISCOUNT

Receive a 15% discount when a minimum of five employees from the same organization register at the same time. Must submit by mail or fax with payment.

AOHP Heart of America-Kansas City Chapter – Employee Healthcare Conference 2012

Please join us in Kansas City, Missouri on August 17, 2012 for our Second Annual Employee Healthcare Conference!

Download conference brochure here. ([https://www.aohp.org/pages/about_aohp/chapter_meetings.html](https://www.aohp.org/pages/about_aohp/chapter_meetings.html))

Please Contact Debi Quirarte at dquirarte@cmh.edu if you have any questions.

Debi Quirarte RN COHN
Chapter President, AOHP Heart of America-Kansas City Chapter

Congratulations Are in Order!

AOHP would like to recognize the following members for enhancing their education. We applaud you for your efforts!

- **Nimfa Santos**, RN, BSN, MBA, COHN-S, Children’s Hospital of Orange Co, CA, Southern CA Chapter, received MBA.
- **Aftab Ahmed**, RN MSN, Covenant Health System, Houston Area Chapter, received MSN in Leadership and Education.
- **Tammy Vasta**, COHN/CM, Memorial Health System, South Bend, IN, Midwest Chapter, added Case Management designation.
- **Julie Nicholas**, RN, BSN, COHN-S, Virginia Mason Medical Center, Seattle, Pacific Northwest Chapter, received COHN-S.

Let us know of your achievement so that we can add you to this congratulation list!
Alliance to Make US Healthiest

In 2008, AOHP became a member of the Alliance to Make US Healthiest. The Alliance to Make US Healthiest is a non-partisan organization founded by leaders of federal, state, and local public health agencies, private companies, and nongovernmental organizations. The Alliance has members that include healthcare professional organizations such as AOHP.

The vision of the Alliance is “to make the United States the healthiest nation in a healthier world.”

The mission of the Alliance is “to provide leadership and facilitate actions by organizations and individuals that encourage or sustain health and well-being.”

The Alliance pursues this mission and vision through activities that facilitate partnerships between national and grassroots efforts, foster innovative actions, and connect individuals and organizations to spark a nationwide social movement to make the United States the healthiest nation in a healthier world.

Members who join the Alliance are asked to speak out – support the need for America to become the healthiest nation; walk your talk – take one specific action to improve health and model positive health behavior or support actions in homes, communities, or organizations; share your success – help others learn about your efforts and the impact they have, and encourage them to do the same.

Earlier this spring, Executive President Dee Tyler asked me to renew this partnership with the Alliance. This past April, I had a conversation with Dr. Nick Baird, Chief Executive Officer of the Alliance. We discussed how AOHP could contribute to this effort. AOHP members are in a unique position to further the cause of a healthiest nation by becoming agents for wellness and health for the healthcare worker population they serve. US Healthiest has launched a signature initiative: HealthLead: US Healthiest Workplace Accreditation Program. AOHP members who have established health and wellness for their employees are invited to contact the Alliance to pursue accreditation to become national leaders in health and wellness promotion.

Dr. Baird encouraged AOHP to continue to be a voice for health and wellness in the healthcare worker population and to have its members participate in this movement.

Website: www.ushealthiest.org

References
The Alliance to Make US Healthiest (US Healthiest) website as well as documents sent by Dr. Baird.

Reported by Nassau-Suffolk, NY Chapter President Alfred Carbuto, MS RN-BC FNP COHN-S
Many thanks to the following vendors for their sponsorship and support for AOHP’s 2012 National Conference:

Hill Rom – Platinum (Friday Business Meeting and Luncheon)
Axion Health – Keynote Speaker
UL Pure Safety – Bronze (Thursday Break) and Schedule Folder
Cellestis – Attendee Bag, Pocket Schedule and Padfolio
sanofi pasteur – Conference support

Join us and meet with the exhibitors at our 2012 Conference from Oct 3 to 5 in Las Vegas:

Alpha Modalities LLC
American Board for Occupational Health Nurses (ABOHN)
ArjoHuntleigh
Association of Safe Patient Handling Professionals (ASPHP)
Axion Health Inc.
CaraFlow LLC
Cellestis, a QIAGEN Company
Contour Design
Electro Kinetic Technologies
EZ Way Inc.
Hazelden Foundation
Hill-Rom
Jamar Health Products, Inc
Lavin Lift Strap
MAXAIR Systems
MedCom
MediTrax
Medtox Laboratories
National Institute for Occupational Safety & Health – NIOSH
OSHA Alliance
Oxford Immunotec Inc.
PD-Rx Pharmaceuticals, Inc.
PHS West, Inc.
Retractable Technologies, Inc.
RoMedic, Inc.
sanofi pasteur
The Gideons International
UL PureSafety
Work Loss Data Institute
WorkCare, Inc.
Wy'East Medical

As of June 30, 2012
Chapter Corner

CA Northern Chapter

The CA Northern Chapter met on May 11th at O’Connor Hospital in San Jose with 14 members attending. The educational presentation entitled, “Mandatory Flu Vaccine and Masking for Healthcare Workers” by Dr Sara Cody, Santa Clara Public Health Department prompted a lively discussion. Our Region One Director Bev Hagar was able to join in the discussion by teleconference and added her expert opinion. Bev was instrumental in the implementation of a very successful mandatory flu program several years ago. Lunch was provided by Caraflow with a presentation on the product “VACSEEN.”

Our Chapter meetings are scheduled for the second Friday every other month. We vary the meeting locations to accommodate members in our wide geographical area. The next meeting will be held on July 13th at El Camino Hospital in Mt. View, CA. CA Northern Chapter member Curtis Chow will present the topic “Health and Wellness Project in a Hospital Setting.” We have teleconference available for the educational portion of the meeting.

Remaining 2012 meetings are scheduled for Sept 14th, and Nov 9th. Future educational presentations planned include: “Quantiferon Gold,” “Regulatory Update,” and “Infectious Disease Update.” If a member would like to host a meeting, present a topic, or knows a speaker, please contact Jill Peralta-Cuellar at jperalta@svmh.com or me at RosalieSheveland@dochs.org.

I would like to welcome new members Loretta Locke and Jane Lombardo. We look forward to having you join us at our meetings.

Reported by Chapter President Rosalie L. Sheveland, RN CIC COHN

Florida Chapter

The Florida Chapter met May 17, 2012 by telephone and had a lecture on Chemical Safety and Indoor Environmental Quality presented by Robert Booth, MPH CIH LHRM. The meeting was well received by the members.

Reported by Chapter President Susan Davis ARNP

Illinois Chapter

The Illinois Chapter had its quarterly meeting at the Marriott in Bloomington-Normal, IL at 9:00 am on May 17. The educational session entitled “Managing a Safe Patient Handling Program: The Core Competencies” was presented by Kent Wilson, Past President of the Association of Safe Patient Handling Professionals and covered development and process flow. There were ten members in attendance, nine guests and three members on a conference call-in.

This meeting was held in conjunction with the IRMS/ICT Workers’ Compensation Symposium on May 17 and 18 which offered educational sessions on “Drug Testing Policies,” “Defending Carpal Tunnel Claims” and other safety and health topics. AOHP Region 3 Director Mary Bliss also presented during one of the Lunch and Learn sessions on the topic of “Safe Patient Handling.” During the May 17 reception, vendors from several safety equipment companies were available for attendees to visit.
The next chapter meeting will be August 22 at Genesis Medical Center, Illini Campus, Silvis, IL. The tentative program will be “Enhancing Wellness Behaviors in Nurses” presented by Sharon Tucker of the University of Iowa Hospitals and Clinics.

Reported by Chapter President Clint C. Parram, MPH

**Michigan Chapter**

The Michigan Chapter held its first full day conference, “Caring for the Healthcare Worker,” on Thursday, May 10, 2012. There were 26 attendees at the conference, which was hosted by Henry Ford Healthcare System in Detroit, Michigan.

Five educational sessions were presented, and attendees were awarded a total of 5.75 continuing education credits for their participation. The first session of the day was “Healthcare Worker Immunization Update” presented by Barbara Wolicki, BSN RN from the Michigan Department of Community Health. This session provided the most current information pertaining to the appropriate immunization of healthcare workers. The next presentation was delivered by chapter member Karen Karwowski, MSN BSN RN ED CHSP. Karen presented “Antineoplastic Surveillance Examinations for Healthcare Personnel.” This program provided information on how to identify employee groups affected by chemotherapeutic agents, how to develop tools to assist in monitoring exposure in these employees, and how to effectively implement surveillance and educational programs in order to provide an effective monitoring program for employees exposed to these agents. The second session was followed by a luncheon and business meeting. The third session began after lunch. Gregory Lacey JD, an attorney from Dykema, gave a very lively and informative presentation entitled “ADA Amendment Act of 2008 – Have the Floodgates Opened?” This presentation gave an update on changes that were made to the original ADA, and how those changes are impacting decisions related to the ADA today. This session was followed by a very moving presentation entitled “Decisions, Suffering and Hope.” Linda Strodtman PhD RN from the University of Michigan Hospitals and Health Centers gave a very enlightening look at dealing with pain and suffering, and the impact it can have on both the sufferer and the caregivers. The day concluded with a presentation from member Cherie Holodnick MS BS RN COHN-S. Cherie’s presentation, “Positive IGRA Results – Making a Case for Treatment of Latent Tuberculosis,” was based on her recently published article in the AOHP Winter 2012 Journal, and gave pertinent information regarding the appropriate use of IGRA testing in the detection latent tuberculosis, as well as the advantages and disadvantages of using this testing.

The Michigan Chapter remains committed to involvement in community service. In May, members brought donations of gently used, interview appropriate clothing and other items for “Jackets for Jobs,” a program that assists women who are entering or re-entering the workforce by providing items necessary for interviewing for jobs.

Current officers will meet on July 12 to plan for the 2012-2013 year. Elections will be held in late summer for the offices of Vice President and Treasurer. Any members interested in serving in one of these capacities are encouraged to contact Peggy Anderson at (313)791-4862.
Nassau Suffolk, New York Chapter

The chapter met on 5/24/12 at Peconic Bay Medical Center in Riverhead, NY. A round table discussion was opened on the challenge of influenza vaccine compliance in our health care worker population. There was also a discussion of employee health department tracking health clearances for outside contractors and affiliates.

A long standing AOHP member (25 years!) and chapter treasurer, JoAnn Deacon announced her retirement from Good Samaritan Hospital on June 1. JoAnn served as our chapter treasurer for many years. She was a regular national conference attendee. We thank her for her many years of service to AOHP. Good luck, JoAnn.

Angela Avvento, Employee Health Coordinator at Peconic Bay Medical Center was appointed chapter treasurer.

We welcome two new members to our chapter: Roseann DeLuca and Jaine Landman.

Our distant members continue to make use of teleconferencing. Our next chapter meeting will be held in September. Educational topic will be announced.

Reported by Chapter President Alfred Carbuto, MS RN-BC FNP COHN-S

North Carolina Chapter

The North Carolina Chapter had a successful two day Spring Conference at Flat Rock, NC on April 19 and 20. There were various topics, a poster display, and several vendors present with 6.5 contact hours provided.

The NC Chapter has developed a job description and received approval from the AOHP Executive Board for the office of Treasurer Elect. This will be a one year term, working with and assisting the Treasurer and hopefully will serve as preparation for the office of Treasurer when that position becomes open. Christine Spivey has assumed the role of Member at Large for the NC Chapter and is working on our upcoming elections for the office of President, Secretary and Treasurer Elect. Willingness to Serve forms have been distributed to the membership.

The Delores Williams Scholarship application process is in progress. This scholarship will be awarded to a member to cover the cost of the registration fee for the National Conference in Las Vegas this October.

Reported by Chapter President Ellen Glover, MPH RN COHN-S
Caring for Your Caregiver Employee

By LeAnn Thieman

John, a dedicated employee, doesn’t linger at the coffee pot, but grabs a cup, black, and hustles to his first assignment of the day. For two hours he toils, efficiently, cheerfully, even though he didn’t get much sleep last night. Then he begins his next task, working faster now because another still awaits him. That job done, finally, he grabs another cup of coffee and heads out the door….to work.

John is one of the more than 54 million Americans who is a caregiver for a family member. This problem, of near-crisis proportion, escapes no business today. At any given time, 20-50% of the workplace is dealing with a caregiving situation; nearly one-half of all caregivers work outside the home.

A recent study showed 82% of working caregivers came into work late or left early as a result of caregiving and 55% modified their work schedules. Many take unpaid leaves of absence or use personal or sick days to provide care. They make long and frequent phone calls on the job, have more mistakes, accidents, conflicts, poor morale and health problems. Caregivers have more stress-related illnesses, utilizing the company’s healthcare plan and adding costs to the employer. 11-12% of caregivers quit their jobs early, increasing the turnover rate. Caregiver-employees often turn down promotions, overtime and assignments or take early retirement.

The average age of the employed caregiver is late 40s and early 50s. Some are the primary caregivers for a sick or handicapped child. Others are taking care of a terminally ill spouse. Many more are tending to an older adult, most often a parent or in-law, while raising their own children. This group, the “sandwich generation” is a growing segment of our population. Over 40% of families who provide care for an elder have children at home under the age of eighteen.

Long distance care giving can be equally challenging. Phone time and days off are regularly consumed by efforts to obtain care for their loved one in another community. Many workers take weekends and days off to travel, helping siblings care for a parent in another state, and then they return to work, exhausted.

The Employer’s Responsibility

Employers can make a tremendous difference in the professional and personal lives of their caregiver-employees, since support from coworkers and supervisors is their greatest need. Extending compassion and empathy is your first step. Encouraging the caregiver to care for themselves is vitally important. Remind them to get regular checkups, eat properly, exercise, and get adequate sleep. Suggest the use of relaxation or stress management techniques, such as meditation, visualization, biofeedback and yoga, and to take time out for themselves. Advise them to pay attention to their own feelings and emotions, and to seek counseling and support groups if needed.
Caregiving depletes a person not only physically, but also emotionally and spiritually. Providing employees with a subscription to supportive, informational periodicals and magazines, or gifting them with spiritual, inspirational, encouraging books for caregivers goes a long way to show them you care not only about their productivity, but about them personally.

One of their greatest workplace needs is flexible hours and time off. This benefit helps all workers, regardless of their age or family situation. Other program considerations should include providing information about support services available, such as eldercare services, adult daycare, respite care, or home health assistance. These resources can be provided on-site in lending libraries with in-depth information about resources in a format that minimizes the time required to access them, such as web-based, printed, or video materials.

**Resources to Share**

The National Family Caregiver’s Association, [www.nfcacares.org](http://www.nfcacares.org), is an excellent resource for accessing this information. Another great resource is the Area Agency on Aging, [www.aoaa.org](http://www.aoaa.org). With the passage of the National Family Caregiver Support Program in 2000, all AAAs have a mandate to address the needs of family caregivers. Working with employers is an excellent and efficient way to reach out to them. Whether it involves a contract to provide services or merely provides information to area employers to pass on to their employees as an outreach effort, working in partnership with AAA is good practice. Trained volunteers are skilled in advising consumers about insurance matters and professional providers can give employees online forms and resource information as well as workshops to address specific needs of workers.

Caregiving employees are the ones most worthy of retention, as their determination and commitment apply to both their home and work lives. Supporting them is a win/win/win proposition. The family member gets care from someone who loves them, the employee keeps their commitments to both priorities in their lives, and the employer retains a dedicated, cheerful, efficient employee.

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LeAnn Thieman LPN CSP CPAE is a nationally acclaimed professional speaker, author and nurse and the coauthor of *Chicken Soup for the Nurse’s Soul, Chicken Soup for the Nurse’s Soul, Second Dose,* and *SelfCare for Healthcare: A Guide to Physical, Mental and Spiritual Health.* To learn more about her books or her speaking presentations see her website at [www.NurseRecruitmentandRetention.com](http://www.NurseRecruitmentandRetention.com), or call her toll-free at 970-223-1574.