



ALBERTA OCCUPATIONAL HEALTH NURSES ASSOCIATION (AOHNA)

History Update 1998 - 2002

*Researched and Compiled by Denise Daubert
December 2003*

No part of this material may be reproduced by any means including photocopying,
without permission from AOHNA.
Copyright 2003
Alberta Occupational Health Nurses Association.

This five-year history update was coordinated by the following members of the Alberta Occupational Health Nurses Association (AOHNA) Provincial History Committee.

Lynn Rogers
Joan Schafer
Wanda Young
Diane Zielinski

Special thanks goes to the valued assistance provided by many other members and retirees.

Table of Contents

INTRODUCTION.....	4
THE ALBERTA OCCUPATIONAL HEALTH NURSES ASSOCIATION (AOHNA).....	5
Overview	5
Mandate.....	5
FOCUS ON 1998 TO 2002	6
PROVINCIAL HIGHLIGHTS	6
CHAPTER HIGHLIGHTS	11
<i>South Chapter</i>	11
<i>South Central Chapter</i>	11
<i>Central Chapter</i>	12
<i>North Central Chapter</i>	13
AOHNA MARKETING COMMITTEE	15
PROTECTION OF THE TITLE OHN	17
PROVINCIAL EXECUTIVE COMMITTEES	18
CONFERENCES & ANNUAL GENERAL MEETINGS	20
HISTORICAL PERSPECTIVE ON THE 1990s	22
Looking Back ... and Looking Forward	22
Occupational Health Nursing Over the Past Decade.....	22
The AOHNA Over the Past Decade.....	23
Looking Forward: 2003 and Onwards.....	24
BIOGRAPHIES	26
MEMORIALS	30
AOHNA 25 th ANNIVERSARY CELEBRATION May 16-17 th , 2002.....	33
AOHNA RECOGNITION AWARDS	35
OCCUPATIONAL HEALTH NURSES WORK... ..	37
TESTIMONIAL LETTERS	39
OHN-OWNED COMPANIES	40
1998-2002 PUBLICATIONS, ARCHIVED MATERIALS AND AOHNA WEBSITE	42
AOHNA 2003 MEMBERSHIP ROSTER.....	43

INTRODUCTION

The Alberta Occupational Health Nurses Association (AOHNA) prepared this document to capture the history of the association and occupational health nursing in Alberta for the years 1998 to 2002. It is a continuation of an earlier history project, which resulted in a publication entitled: “70 Years of Occupational Health Nursing in Alberta, AOHNA: 20th Anniversary 1977 – 1997”.

The AOHNA Provincial Executive Committee plans to update the association history on a regular five-year basis, and will ensure that the five-year history updates are published accordingly.

At the time of writing this document, the province-wide membership of active and associate members is 283. There are also a number of honorary members and retirees across the province.

The AOHNA is proud of its past and its many accomplishments, and looks forward to the future as the new millennium begins. The AOHNA History Committee wishes to thank Denise Daubert, as well as all the members and retirees who contributed to this history.

Alberta Occupational Health Nurses Association (AOHNA)

www.aohna.ab.ca

aohna@telusplanet.net

c/o Alberta Association of Registered Nurses

11620 – 168 Street

Edmonton, Alberta T5M 4A6

THE ALBERTA OCCUPATIONAL HEALTH NURSES ASSOCIATION (AOHNA)

Overview

Founded in 1977, the AOHNA is a non-profit professional organization representing occupational health nurses working across Alberta. It is recognized as a 'specialty practice' group and is affiliated with the Alberta Association of Registered Nurses (AARN).

The organization consists of five Chapters representing regions in the province (i.e., North, North Central, Central, South Central, and South) governed by a Provincial Executive Committee. At the time of writing this history, the North Chapter had formally dissolved in 1993, although it continues to remain a part of the North Central Chapter. In 2001, the South Chapter also folded, and is now absorbed into the South Central Chapter.

Executive committees at the three remaining Chapter levels coordinate regional events, and ensure representation on the Provincial Executive Committee. Membership includes active, associate and honorary members.

Mandate

The mandate of the AOHNA is to promote healthy working environments, protect the health of workers, and prevent occupational injuries and illnesses. The AOHNA promotes professional excellence through education and research; establishes professional standards of practice; and influences occupational health and safety legislation and regulatory issues.

FOCUS ON 1998 TO 2002

PROVINCIAL HIGHLIGHTS

- ◆ The Provincial Executive Committee set clearly defined goals and objectives at the beginning of each year 1998-2002.
- ◆ Annual General Meetings (AGM) and Conferences continued to be held each spring.
- ◆ Executive members met regularly throughout these years to conduct AOHNA provincial business. Chapter Representatives attend these meetings.
- ◆ Production and distribution of two newsletters continues annually.
- ◆ Production and distribution of the 'Annual Report' continues to occur for the AGMs.
- ◆ AOHNA continues to send a national representative to the Canadian Occupational Health Nurses Association (COHNA).
- ◆ Liaison with the AARN ensures an occupational health nursing perspective on nursing issues.
- ◆ The AOHNA continues to actively participate at the AARN's Specialty Practice Group Sessions (previously called Special Interest Groups).
- ◆ The AOHNA continues to exhibit its display board at the AARN Annual Conference.
- ◆ AOHNA Chapters continue to list meetings, conferences and social events in the Notice Board section of the AARN's RN Magazine.
- ◆ Member participation in the North American Occupational Safety and Health (NAOSH) Week and the AARN Nurses Week continues to be encouraged.
- ◆ A Provincial NAOSH Committee was formed in the autumn of 1998 to coordinate NAOSH Week. AOHNA was represented by Anita Volk during this period.
- ◆ Provincial Executive continues to allocate educational and research funds to members and chapters on an annual basis.
- ◆ AOHNA members continue to support education institutions such as Grant MacEwan Community College (GMCC) and The University of Calgary through student placements.
- ◆ AOHNA financial statements remained favourable over the past 5 years, with some conferences generating significant revenues. Of note are the 1999 Conference (\$9,687) and the 2001 Conference (\$11,232).

- ◆ Agnes Murrin, Anita Volk and Lynn Rogers represented the AOHNA on the WCB Disability Management Advisory Committee (DMAC), respectively in 1998-1999, 1999-2000, and 2000-2001.
- ◆ Chapters continue to provide many opportunities for members to gain continuing education credits by offering regular meetings and a monthly lecture series.
- ◆ As each new Provincial Executive begins its term, the tradition of passing the AOHNA gavel to the new President continues.
- ◆ New Provincial committees established during these years include Marketing, Code of Ethics, Disability Management Standards, Information Management, Political Action, Quality Assurance, and the History Committee.
- ◆ Liaison with government continues to be a priority to address issues relating to occupational health and safety, and provide input to proposed changes in legislation.
- ◆ In August 1998, the AOHNA sent a letter to Alberta Labour, indicating their willingness to participate in task forces. In February 1999, AOHNA requested that they have representation on the Provincial Task Force sponsored by Alberta Labour in reviewing the Chemical Hazards Regulations and the Ventilation Regulation.
- ◆ AOHNA submitted comments regarding the following new provincial regulations: Noise Regulation, Ventilation Regulation, First Aid Regulation, Chemical Regulation, and Bill 30 – Privacy of Health Information Act, and Bill 22 - Health Professions Act
- ◆ A new goal introduced for the 1998/99 year was “*To increase awareness of Occupational Health Nursing*”. One strategy to meet this goal was to create a Provincial Marketing Committee. The Marketing Committee (1998) included Sheila Fenwick, Marion Boone, Sharon Chadwick, Dianne Dyck and Irene Kroetsch. The scope of the committee was to develop a new AOHNA logo, a web page, and an information or marketing package. The marketing campaign was launched at the 1999 Conference. Each member received a package to promote the value of occupational health nurses in their workplaces.
- ◆ In 1998, Joan Carr and other nurses from Grande Prairie tried to rejuvenate the North Chapter. Provincial Executive welcomed their efforts, but in the end there were just not enough members to support a chapter. A North Chapter had been active from 1985 until 1993.
- ◆ With assistance from the Central Chapter, the Provincial Executive began to sponsor annual social activities. The 1st Annual Golf Tournament was held in 1999 in Sylvan Lake; the 2nd Annual Golf Tournament in 2000 in Red Deer and the 3rd Annual Golf Tournament in 2001 in Red Deer. The 4th Annual Golf Tournament in September 2002 was combined with an AOHNA Education Day.
- ◆ AOHNA is more actively encouraging new nursing graduates to enter the occupational health field, with presentations and letters.
- ◆ In early 1999, letters were mailed to Deans of Nursing in colleges and universities across the province. The letters encouraged new graduates to consider careers in occupational

health nursing and extended a hearty welcome to students as new AOHNA members at no cost. The letters also outlined that members were available to speak to classes about occupational health, and that a booth, showcasing occupational health nursing, was available for career days.

- ◆ In 1999, Provincial Executive discussed the idea of developing a Code of Ethics or Statement of Values. An Ad Hoc Committee reviewed the issue. Members were Pat Ness, Robbie Styba and Delores Brisbois. The committee recommended following the Canadian Nurses Association Code of Ethics.
- ◆ Later, a one-page document was written and published for members entitled “*Guiding Principles*”. Members were encouraged to frame and display the document in their workplaces. Members of the Central Chapter did much work in this area and were formally thanked at the June 1999 Provincial meeting. The box inserted below presents the six guiding principles as published:

GUIDING PRINCIPLES

Occupational Health Nurses (OHNs) adhere to the Canadian Nurses Association *Code of Ethics for Registered Nurses (March, 1997)* as indicated by the values “Choice”, “Confidentiality”, “Accountability”, “Health and Well Being”, “Dignity”, “Supportive Working Environment for Professional Practice” and “Fairness”. The following statements highlight the key principles:

The Occupational Health Nurse ...

1. Practices according to professional standards and ethical principles.
2. Promotes the health and well-being of workers and the work environment.
3. Maintains integrity in professional conduct and impartiality when dealing with management and workers.
4. Maintains confidentiality of health data and protects the worker's right to privacy.
5. Demonstrates respect for worker's beliefs, values, and choices.
6. Incorporates ethical decision-making in all occupational health policies and programs.

- ◆ In late 1999, AOHNA met with AARN representatives to discuss the AARN restructuring plan and how it may impact AOHNA as a Specialty Practice group. AOHNA requested that the AARN consider developing a specialty registry as a way to establish competencies within nursing specialties.
- ◆ In 1999, the Alberta Occupational Health Society closed down and donated their remaining bank balance to AOHNA (\$6,000.00); they set guidelines as to how the money was to be distributed.
- ◆ Financial support was given to the AARN Education Trust Fund (ARNET) in autumn 1999 with a \$1000.00 donation to start the Sophie Mandryk Memorial Fund.

- ◆ The AOHNA website was officially launched in spring of 2000. It is updated regularly and includes the following sections: Members Only, Career Opportunities, What is AOHNA?, How Do I Join? What is Occupational Health Nursing?, Awards, Publications, The AOHNA Newsletter, Events and Meetings, as well as Links to other sites.
- ◆ In spring 2000, AOHNA representative Lynn Rogers attended AARN meetings to deliberate and provide suggestions on their initiative entitled: *“Healthy Workplaces, Healthy Nurses”*.
- ◆ Several AOHNA members published articles in the American occupational health nursing journal: *The AAOHN Journal*.
- ◆ In late 2000, the Ontario Occupational Health Nurses Association (OOHNA) requested the right to purchase some documents in the AOHNA Marketing Package, which was considered a “feather in the cap” for the AOHNA Marketing Committee.
- ◆ Ellen Coe represented AOHNA as a member of the Advisory Committee to the Grant MacEwan Community College (GMCC) Occupational Health Program.
- ◆ In autumn 2000, AOHNA was sent a copy of the revised draft of the First Aid Regulations for review. Lynn Rogers and Barb Saint worked to provide input and gain an ‘acceptance’ for occupational health nurses under the new First Aid Regulations. An article was published in the AOHNA newsletter to explain the changes.
- ◆ In 2000/2001, three members of the Provincial Executive (Lynn Rogers, President; Barbara Roberts, Secretary; and Anita Volk, Past President) nominated COHNA Vice President Sharon Chadwick for the position of President of the COHNA.
- ◆ In May 2001, AOHNA forwarded a letter to COHNA regarding concerns in a document published by National Institute of Disability Management and Research (NIDMAR) inferring that OHNs lack skill and training for disability management. COHNA in turn wrote NIDMAR.
- ◆ During the 2001/2002 year, AOHNA donated an additional \$500.00 towards the Sophie Mandryk Education Trust Fund held with ARNET.
- ◆ AOHNA supported the ARNET Nursing Education Trust Fund by sending two members to the Florence Nightingale Night on May 12th, 2002 in Edmonton.
- ◆ 2001/2002 saw the formation of the Information Management Committee, a Political Action Committee and a Disability Management Committee. The objective of the Information Management Committee was to develop written guidelines pertaining to the archiving of AOHNA minutes, correspondence and other critical documents. One focus of the Political Action Committee was to address the Freedom of Information and Privacy Act (FOIP). The Disability Management Committee, formed in 2001/02, developed the AOHNA Disability Management Guidelines, in collaboration with OOHNA.
- ◆ The 2002 AARN Registration Form included a section asking members to indicate if they wanted information on a Specialty Practice Group. Around 710 nurses said they wanted information on AOHNA. As a result many packages were sent out to individuals.

- ◆ In 2002 an AOHNA Confidentiality Guidelines Committee was struck to review the 1995 Confidentiality Guidelines. The guidelines were being reviewed to incorporate requirements under the Health Information Act (HIA) and FOIP.
- ◆ The AOHNA provided support for member Dr. Lynn Skillen and her research project entitled “*Rural Alberta Women – Work, Health and Restructuring*”.
- ◆ At the 2002 AGM’s Open Forum, Lynn Rogers raised the question of how AOHNA should deal with the increase in workload for the executive and committees in terms of administration. Although the AOHNA had requested administrative support from the AARN, in the form of a motion at the AGM - it had not come about. A motion was made and carried that the AOHNA Provincial Executive explore the feasibility of hiring a part-time administrative support staff person and provide a recommendation to the general membership at the 2003 AGM.



Provincial Executive Meeting in Red Deer (2001-2002)

L to R Back Row - Sheila Fenwick, Marie Sopko, Lynn Rogers, Sue Hocken, Sharon Chadwick, Jean Bernier
 L to R Front Row – Shelly Ptolemy, Ellen Coe, Barb Roberts

CHAPTER HIGHLIGHTS

South Chapter

- ◆ Several educational activities were held, including such topics as local service providers presenting information on alternate models of treatment. In January of 2001, the Chapter sponsored a very successful 3-hour education session in City Hall Council Chambers presented by Dr. Ken Corbett, an Occupational Health Physician from Calgary. Forty-five participants represented health/safety professionals, disability managers, union executives and corporate leaders in private industry from Lethbridge, Medicine Hat and Brooks.
- ◆ From 1998 and 2002 there were between 7 and 10 active members.
- ◆ To equalize the amount of driving, members met every two months in alternate locations, between Medicine Hat, Lethbridge, Taber and Bow Island.
- ◆ Many South Chapter members were experiencing heavy workloads and thus unable to fill executive positions or sustain an active Chapter. At the beginning of the 2002-2003 year, members decided to join the South Central Chapter.

South Central Chapter

- ◆ Education topics ranged such areas as “*Legal Issues in Occupational Health*” presented by David J. Corey to “*Recent Developments in Understanding Chronic Pain and Improving the Quality of Life with FNS*” by Dr. Stuart Donaldson.
- ◆ South Central Chapter continues to hold social events and BBQs twice a year at Christmas time and at year-end (June).
- ◆ In 1998, Sheila Fenwick and Roxanne McKendry earned their COHN(C) certification.
- ◆ In September 1998, Glenys Schick participated in a panel presentation on the topic of “Disability Management and EAP’s” at the Health and Wellness Conference in Whistler, British Columbia.
- ◆ In November 1998, Lynn Rogers received the “Scientific Poster Award” at the 1st International Conference for Occupational and Environmental Health Nurses held in Eastborne, England.
- ◆ In 1998/99 South Central Chapter introduced a new sign-in book for tracking education hours, developed a “Chapter Operating Manual” and archived some Chapter documents.
- ◆ The Chapter’s Public Relations Committee developed new “Terms of Reference” and an action plan.
- ◆ During 1998/99, breakfast meetings were introduced and were very successful.

- ◆ In 1999, Nortel Networks won the WCB Work Safe Award of Distinction for their “Return To Work Program”, under the direction of members Louise Breadner and Penny Gaffney.
- ◆ In October 1999, member Kim Scott joined the Calgary Chamber of Commerce Health Care Committee.
- ◆ In 1999/2000, a group of South Central OHNs participated in an innovative partnership between industry and community health. The group participated in a series of programs entitled “*Reducing Cardiovascular Risk Factors In The Workplace*”, which was prepared by the Calgary Health Region (CHR) Hypertension and Cholesterol Centre.
- ◆ In early 2000, South Central Chapter developed a PowerPoint Presentation entitled “*Occupational Health Nursing – A Unique Advantage*”, which was made available for all AOHNA members to use as a marketing tool.
- ◆ The South Central Chapter successfully hosted AOHNA Conferences in 1998, 2000 and 2002.
- ◆ In 2002, Glenys Schick from Kelly, Luttmer and Associates was presented with the first COHNA Business Award.
- ◆ As of May 2003, South Central Chapter had 118 active and associate members (this number includes South Chapter members).

Central Chapter

- ◆ Central Chapter continues to hold five meetings a year (one every other month) along with several social functions. Educational speakers contribute to the Chapter’s success, as does an Annual Education Day.
- ◆ In 1998, Fran Lees earned her COHN(C) designation.
- ◆ Members of the Central Chapter did much work in 1999 on the Code of Ethics Committee for AOHNA, as well as the final document entitled “*Guiding Principles*”.
- ◆ Central Chapter hosted the 1st Annual Golf Tournament in August 1999, the 2nd Annual Golf Tournament in August 2000, and the 3rd Annual Golf Tournament in August 2001. These social activities, sponsored by Provincial Executive, encouraged all members throughout the province to attend and enjoy. In 2002, this annual social event was moved to a September date and combined with an AOHNA Education Day.
- ◆ In April 2000, Central Chapter participated in a Physician Education Day at Grand Rounds in the hospital; featured was their 50-minute presentation “*The Role of OHN’s*” and a 20-minute question/answer period. Chapter members had an opportunity to introduce and explain concepts concerning “disability management” to local physicians.
- ◆ In spring of 2002, the Central Chapter booth won the award for the best exhibit at the Petroleum Industry Annual Safety Seminar in Banff.

- ◆ At the 2002 AOHNA General Meeting, Central Chapter proposed the possibility of hosting the next AOHNA Conference in Red Deer.
- ◆ As of May 2003, Central Chapter had 19 active/associate members.

North Central Chapter

- ◆ Education programs included many topics such as “*Infection Control and Occupational Health*”, presented by Dr. Mark Joffe, and “*Over the Counter Medications and Their Implications in the Workplace*” presented by pharmacist Dr. Leung.
- ◆ Social and dinner events were well attended.
- ◆ In 1998, COHN(C) certification was attained by Ellen Coe, Gertie Hegholz, Barb Weir, Terry Scott and Patricia Paone. James Wedel earned his designation in 1999/2000 while Carol MacDonald re-certified.
- ◆ Sharon Chadwick represented AOHNA on an Advisory Committee for “Screen Test” (an Alberta Program for early detection of breast cancer) during 1999 and 2000. Sharon was replaced by Lynn Chorley. Frieda Doz was another Chapter member who sat on this committee.
- ◆ The January 10th, 2000 Education Day was held at the Grey Nuns Regional Conference Centre with the topic of “*Advocacy and Communications*” (in response to the objectives of the AOHNA at both Chapter and Provincial level). The seminar was open to RN’s from any setting. Pfizer was the sole sponsor for the seminar helping financially with the costs of the speaker from Toronto and with folders and participant kits.
- ◆ In 2000, Pat Bayliss represented Alberta on a COHNA Sub-Committee to look at current and upcoming standards.
- ◆ In early 2000, Louise Giacomazzi was nominated to the American Board of Occupational Health Nurses (ABOHN).
- ◆ In 2002, AOHNA member Sharon Chadwick was asked to sit on the CNA Certification Advisory Committee.
- ◆ Chapter member Sharon Chadwick, represented AOHNA at COHNA, and was elected COHNA Vice President in 2001/02 and President in 2002/03.
- ◆ Chapter member Anita Volk was appointed COHNA Communications Committee Chairperson for 2001/02.
- ◆ The Quality Assurance Guidelines Ad Hoc Committee met on a regular basis between fall of 2001 and spring of 2002 to revise the 1995 AOHNA Quality Assurance Guideline document.
- ◆ In 2002, Anita Volk participated in the AARN’s Continuing Competency Video, which was aired at training sessions for all nurses across Alberta.

- ◆ In spring 2002, several Chapter members participated in Career Fairs at local schools promoting the profession of nursing and occupational health as a specialty area.
- ◆ As of May 2003, the North Central Chapter had 135 active and associate members (this number includes members from the North).



Provincial Executive Meeting in Red Deer (2000-2001)

L to R - Sheila Fenwick, James Wedel, Anita Volk, Sharon Chadwick, Sue Hocken, Lynn Rogers,
Barb Roberts, Wanda Young, Vicki Olsen

AOHNA MARKETING COMMITTEE

A major achievement over the past five years has been the formation of a Provincial Marketing Committee. It was formed after the 20th Anniversary Conference (1998) to re-visit the new logo that had been developed earlier that year. After much discussion and with the help of a graphic artist, it was decided that the “Alberta”-shaped logo would be too difficult to recreate on letterhead. Therefore, another new logo was designed, which was more contemporary in nature. It showcases a worker and gears, and represents industry as well as the Association.

New AOHNA Logo



Over the next few years, the AOHNA Provincial Marketing Committee continued to take on new projects and centralized many marketing efforts from the Chapters. The following article, reprinted from The AOHNA Spring 2002 Newsletter, summarizes past accomplishments, and provides suggestions for future marketing opportunities.

The Marketing Committee ...Then and Now By Lynn Rogers

The lack of volunteers for marketing committees at the local Chapter level has caused some Chapters to question their continuing value. Because the first committee was launched in Calgary in 1987 (previously known as Community and Public Relations Committee), I thought it might be helpful to re-visit the history and goals associated with promoting occupational health nursing in Alberta. By doing so, perhaps I can stimulate discussion among members about our future in marketing.

Sowing the Seed

“No one knows who we are...what we do...or how we contribute!!”

Such were the sentiments heard during association meetings in the mid-1980s. The words reveal a mounting frustration that was prevalent at the time. Occupational health nurses wanted recognition and acknowledgment, but instinctively we knew that in order to achieve it, we needed to do a better job at promoting occupational health nursing and our role within health and safety.

Members were eager to do something, and I recall a spirited discussion at a Calgary meeting that ended in a motion to form a “Public Relations Committee”. Despite knowing very little about public relations, lots of volunteers came forward. The first committee included Lynne Alexander (nee Traptow), Eloise Berry, Jackie Evans, Sandra Thompson and Lynn Rogers (nee Hawkins) as Chairperson.

If nothing else, the committee had moxie. We were not going to let a little inexperience get in our way. To begin, we read everything we could about marketing and public relations, and developed terms of reference (1988) and an action plan.

Fifteen Years in the Making

In the early years, funds were limited, but we bought a booth, designed graphic displays, developed pictures, a slide presentation and a pamphlet, established relationships in the community, and secured exhibitor positions at conferences and trade shows. Fifteen years later, the marketing of occupational health nursing has expanded to other Chapters and Provincial.

A critical turning point came in 1998, when the Provincial Executive decided to establish a marketing committee. Once again, lots of volunteers came forward and Sheila Fenwick agreed to be Chairperson. Under her direction, several new and impressive initiatives got underway. Now, the AOHNA has a new logo, a new marketing package, a web page, promotional items, and an annual operating budget from Provincial funds.

Where to Next?

Today, our skills in marketing have improved and the simple idea of building our image and promoting ourselves remains the goal. The Provincial Marketing Committee is actively carrying on the work of previous committees, and moving forward with new initiatives, including developing promotional items. However, this alone won't solve our need to proactively promote the occupational health nurse to employers, governments, unions, and others as a valued occupational health specialist. So, we need new ideas – where do we go from here?

One idea discussed recently, involved having a representative from each chapter attend the Provincial Marketing Committee. Each representative would still be elected at the local chapter level and continue work there as necessary, but would also contribute to a province-wide agenda. While it may mean a reduction of self-promotion efforts at the local level, perhaps the time has come when we should consolidate our marketing efforts and energy at the provincial and national levels. This would likely be more efficient, make better use of valuable volunteer time and enable collective benefits for all members and chapters.

If you have other ideas, please forward them to your Executive and hopefully together we can continue to effectively promote occupational health nursing in Alberta and beyond.

PROTECTION OF THE TITLE OHN

The following article, reprinted from the Fall 2001 AOHNA Newsletter, was published by the AOHNA Provincial Executive in response to correspondence received from a member.

Protection of the Title OHN

While designations like R.N., OHNC, and COHN(C) are legally protected, the question of protecting the title "OHN" has once again come to the attention of AOHNA. A request from Dianne Dyck outlined her concerns in a letter to the AOHNA this past summer (see below).

... "I have come across some RN's who are representing themselves as being specially trained in occupational health nursing when they are not. Many have not so much as taken one course in the area. The title OHN is not protected (albeit in my mind it should be). However, the public and our medical colleagues recognize the title of OHN as an RN with specialized training, work experience, and competence in the area of occupational health and nursing. RNs who are using the title of OHN when they do not possess the requisite qualifications to do so are indicating a level of competency that they do not possess for the purposes of earning money."

To the best of our recollection, the AOHNA (and possibly other associations) tried in the past to obtain legal protection for the term "occupational health nurse" and "OHN". However attempts were unsuccessful. You may recall that the AARN also tried to protect the title of "nurse" but they too were unsuccessful. To address this issue, the AOHNA Executive requested assistance from the AARN.

In response, we received a letter from Sharon Richardson, President of the ARR.N. We provide you with a copy of that letter here for your reference.

"The title Occupational Health Nurse is not a protected title and, as a result, the Alberta Association of Registered Nurses (AARN) has no legislated recourse regarding nurses who do not have certification as OHN. Legislatively and legally, the AARN can neither determine who may identify themselves as an OHN, nor determine their capabilities as an OHN.

One possible course of action would be to advise current and prospective employers about the advantages of hiring certified OHN nurses, as compared to non-certified nurses.

My understanding is that other nurses with specialty certification in a variety of fields share your frustration. The choice of whether or not to hire a nurse certified in a particular specialty currently resides with the employer."

From Ms. Richardson's explanation, it is clear that while the title OHN is not legally protected, certification is protected. The AOHNA provides its members with marketing materials that promote the advantages of certified occupational health nurses. If you have any questions, please contact your Chapter Representative or members of the Provincial Executive.

PROVINCIAL EXECUTIVE COMMITTEES

1998-1999

President	Bernice Lynn
President Elect	Anita Volk
Past President	Agnes Murrin
Secretary	Robbie Styba
Treasurer	Joan Schafer
<u>Chapter Reps</u>	
North Central	Audrey Peterson
Central	Fran Lees
South Central	Lynn Rogers
South	Edith Hepburn
<u>COHNA Rep</u>	Louise Giacomazzi
<u>Committee Chairpersons</u>	
Marketing	Sheila Fenwick

1999-2000

President	Anita Volk
President Elect	Lynn Rogers
Past President	Bernice Lynn
Secretary	Robbie Styba
Treasurer	Joan Schafer
<u>Chapter Reps</u>	
North Central	Audrey Peterson
Central	Fran Lees
South Central	Wanda Young
South	Edith Hepburn
<u>COHNA Rep</u>	Louise Giacomazzi/Sharon Chadwick
<u>Committee Chairpersons</u>	
Marketing	Sheila Fenwick

2000 – 2001

President	Lynn Rogers
President Elect	Ellen Coe
Past President	Anita Volk
Secretary	Barbara Roberts
Treasurer	Jean Bernier
<u>Chapter Reps</u>	
North Central	James Wedel
Central	Sue Hocken
South Central	Wanda Young
South	Shelly Ptolemy
<u>COHNA Rep</u>	Sharon Chadwick
<u>Committee Chairpersons</u>	
Marketing	Sheila Fenwick
Political Action	Shelly Ptolemy, Eric Stein

2001 – 2002

President	Ellen Coe
President Elect	Sheila Fenwick
Past President	Lynn Rogers
Secretary	Barbara Roberts
Treasurer	Jean Bernier
<u>Chapter Reps</u>	
North Central	Terry MacDonald
Central	Sue Hocken
South Central	Marie Sopko
South	Shelly Ptolemy
<u>COHNA Rep</u>	Sharon Chadwick

Committee Chairpersons

Marketing	Janice Hazlett
Disability Management	Brenda Raven
Political Action	Shelly Ptolemy, Eric Stein
Information Management	Sheila Fenwick
Quality Assurance	Sharon Chadwick

2002 – 2003

President	Sheila Fenwick
President Elect	Fran Lees
Past President	Ellen Coe
Secretary	Barbara Roberts
Treasurer	James Wedel
<u>Chapter Reps:</u>	
North Central	Terry MacDonald
Central	Sue Hocken
South Central	Marie Sopko
South	Vacant
<u>COHNA Rep</u>	Sharon Chadwick

Committee Chairpersons

Marketing	Janice Hazlett
Political Action	Eric Stein
Information Management	Sheila Fenwick
Quality Assurance	Sharon Chadwick

CONFERENCES & ANNUAL GENERAL MEETINGS

Annual AOHNA conferences continue to provide an opportunity for OHNs to meet, share ideas and network. Conferences during this five-year period offered a wide variety of educational opportunities, further enhancing the knowledge and skills of OHNs.

1998-1999 Conference & Annual General Meeting

Date: June 6-8th, 1999
Theme: 'Occupational Health Nursing in the New Millennium'
Venue: Crowne Plaza, Edmonton
Keynote Speaker: Lynda Kushnir-Pekrul
Conference Committee: Pat Bayliss (Chairperson), Darlene Hilts, Joanne Seglie, Adeline Nychka, Barb Weir and Louise Giacomazzi

1999-2000 Conference & Annual General Meeting

Date: May 24-26th, 2000
Theme: 'Occupational Health Business Smarts'
Venue: Westin Hotel, Calgary
Keynote Speaker: Louise Rogers, AARN President
Conference Committee: Agnes Murrin (Chairperson), Penny Gaffney, Jean Bernier, Sheila Fenwick, Robbie Styba and Marie Sopko

2000-2001 Conference & Annual General Meeting

Date: May 28-30th, 2001
Theme: 'Healthy Workplaces: Are We There Yet?'
Venue: Delta Edmonton South, Edmonton
Welcoming Address: The Honorable Clint Dunford, Minister, Human Resources and Employment, Government of Alberta
Keynote Speaker: Carol Graham
Conference Committee: Pat Bayliss (Chairperson), Louise Giacomazzi, Darlene Hilts, Carol MacDonald, JoAnne Seglie and Barb Weir.

2001-2002 Conference & Annual General Meeting

Date: May 16-17th, 2002
Theme: 'Celebrating 25 Years'
Venue: Coast Plaza Hotel, Calgary
Keynote Speaker: Dr. Peter Mortifee – "Demographic Tidal Wave: Implications for an Aging Workforce"
Conference Committee: James Wedel (Chairperson), Maureen Gibney, Wanda Young, Penny Gaffney, Agnes Murrin, Anne Ancelin and Heather Jo Blundell-Gosselin.

2002-2003 Conference & Annual General Meeting

Date: May 20-22nd, 2003
Theme: 'For the Health of It'
Venue: Coast Plaza Edmonton Hotel, Edmonton
Keynote Speakers: David van Driesum – "Managing Difficult Cases in the Workplace, Home & Community"; Iqbal Ali – "Who Nurturers the Nurturer?"; Dr. A. Mark Joffe – "Pandemic Influenza"; and Lynn Rogers – "Incorporating Research Into Occupational Health & Safety Practice"
Conference Committee: Barb Sonnenberg (chairperson), Lee Thompson, Della Gregoraschuk, Liz Tanti, Lorraine Hill, Betty Matheson, Alan Valint.



2001-2002 Conference Attendees and Honourary Guests at Evening Banquet
L to R – Janice Hazlett, Fran Lees, Carole Linder Borg, Ruby Meunier, Sue Hocken, Evelyn Kusmire

HISTORICAL PERSPECTIVE ON THE 1990s

Looking Back ... and Looking Forward

Previous history publications marked 1977 as the beginning of the AOHNA as a professional association, while the 1980s heralded the advancement of occupational health nursing education. In order to continue the tradition of documenting occupational health nursing history in Alberta, seven retirees and long-standing members were interviewed for their perspective on the '1990s' and into the new millennium.

Rosemary Bishop, Pat Graham and Marion Johnstone from South Central Chapter, Pat Ness and Audrey Peterson from North Central Chapter, and Susan Ens and Lynn Lambert from the South Chapter agreed to be interviewed. They were asked to provide thoughts and comments on how occupational health nursing has changed over the past decade. All provided valuable insight, as well as advice that will benefit our future – that is, the occupational health nurse graduate of the new millennium. Biographies of interviewees who are retired are included in the next section.

Occupational Health Nursing Over the Past Decade

Combining comments from those interviewed, the following is a perspective on the trends and changes in the field of occupational health nursing over the past decade.

Occupational health nursing has definitely changed – not unlike other corporate departments in companies. Today, everything is related to the bottom line. OHNs must be able to prove that their service is cost-effective. This means keeping good statistics and being aware of the latest studies that prove the cost-effectiveness of programs (e.g., wellness programs, alcohol and drug programs etc.). Outsourcing programs and departments that do not relate to the core business is another trend we see in business over the past decade. As a result, occupational health nursing positions will likely grow in companies that provide these services.

Although the basics of occupational health nursing have not changed (e.g., keeping up knowledge and skills, and maintaining ethics), the role for OHNs has broadened. For example, there is a much greater focus on Disability Management. We are also seeing a shift to less government involvement in occupational health and safety, and as a result more self-regulation of health and safety in companies and more responsibilities for OHNs.

Today, as in every workplace, computers have become a major tool. Occupational health nurses must now be proficient with computers and manage a tremendous quantity of information (paper and electronic). In addition, they must be excellent communicators (both written and oral), administer budgets, and propose, develop and implement programs.

Overall, the once “typical” Occupational Health Program has changed from a casual drop-in service with minimal health-monitoring programs to a leaner more effective and efficient ‘all-encompassing’ program that includes disability management, health assessments, pre-placements, ergonomic assessments, as well as spirometry and audiology, to name a few. This

type of 'all-encompassing' program requires the services of a well-educated and experienced OHN who is alert to the business needs of the company.

Lynn and Susan provided the following specific observations as examples of what they experienced over the past decade. They felt that the role of the OHN remains dependent on two factors – the work environment and the health of the employee – and the primary goal is still to assist the worker to attain and maintain optimal physical, mental and psychological functioning. However, they are also seeing more emphasis on proactive initiatives than has ever been seen in the past. For example:

- ◆ This is specifically evident in health promotion, which is continually changing depending on “trends” or “what is popular at the moment”.
- ◆ Ergonomics has been a major emphasis for quite some time now, but recent fears of West Nile Virus and Severe Acute Respiratory Syndrome (SARS) have demanded greater attention and moved to the forefront. Teaching and empowering employees to become more proactive and involved in their own health is a direct spin-off of these types of public health issues.
- ◆ A refocusing of resources toward disability management is occurring at a greater rate, primarily for the purpose of reducing absentee time and costs for employers, as well as the added benefits for the employee.
- ◆ An increased need on behalf of employer departments now requires OHNs to work in more of a consultative role by assisting the departments to meet government standards such as “Due Diligence” and “Working Alone” legislation.

Generally, all those who were interviewed agreed that many companies have not yet seen the benefits an OHN can provide employees, nor the financial gains that these types of programs can offer. Most felt it was a real challenge to convince company decision-makers and other stakeholders that a sound occupational health program will pay for itself in a few short years. Unfortunately, there continues to be little Canadian research or statistical evidence to support the cost benefits of an occupational health program.

The AOHNA Over the Past Decade

Interviewees were asked to describe how the AOHNA has grown over the past decade. These are some of their thoughts.

Even though membership in the AOHNA has declined somewhat in the past decade (due to economic impact and employers being forced to downsize their workforces), the organization has:

- ◆ Broadened its scope and affected more changes by the formation of the Marketing and Political Action Committees, as well as providing continuous input into the many and ever-changing provincial regulations (e.g., Noise Regulations, First Aid Regulations, WCB etc.).
- ◆ Continued to lead the nation in developing and improving its own provincial standards and guidelines in such areas as Nursing Practice Standards and Competencies, Confidentiality,

and Disability Management. As a result, the AOHNA has maintained its reputation as being a leader in achieving recognition of Occupational Health Nursing as a specialty.

- ◆ Increased educational offerings to its members both at the Provincial and Chapter levels and thus broadened its own expertise in the field. This, in turn, had led to an expanded recognition of its members for their individual contributions to occupational health nursing.

Looking Forward: 2003 and Onwards

The following two questions were posed to interviewees:

1. If you could tell a brand new nursing graduate thinking of specializing/working in the field of occupational health, what would you say to them?
2. If you met an OHN new to the field, would you have some thoughts for him/her as he/she begins his/her career?

Pat Ness shared these thoughts: “It is a very challenging career – never dull or routine – and very satisfying to an enthusiastic, optimistic nurse who can define her own role in the organization”. She added that an OHN must work closely with management, human resources and benefit plan administrators - all at the same time - while keeping the “health of the worker” as the focus. Pat also recommended that new OHNs maintain competency in the field through continuing education and they must maintain credibility with all people employed by the organization they work for.

Audrey Peterson provided these thoughts: “For the nurse who wishes to practice independently and focus on prevention, this is an ideal field of nursing. Working with a team of health and safety professionals in a large organization requires excellent nursing knowledge and skill, along with specialized knowledge and skills in occupational health nursing. To promote health and safety in the workplace requires excellent negotiation skills to work successfully with management and unions”. Audrey also offered the advice that new graduates should obtain general nursing experience and take courses in occupational health nursing. The cornerstone of practice remains ethical decision-making based on confidentiality of client health information.

Pat Graham said, “I would tell nurses looking to specialize in occupational health that it is an interesting challenging field which allows latitude to use acquired skills and to make independent decisions”. She suggests that it is very important for nurses new to the field to become involved in the organization/industry they are working for, as well as their professional organization. She advised that maintaining ongoing education and a high standard of ethics and confidentiality is vital.

Marion Johnstone said that for those nursing graduates looking to enter the occupational health field that they look at occupational health nursing as being similar to community health nursing, but your clients are company employees rather than part of the community. She added that it is a challenging field and the scope is huge, depending upon the needs of the industry you are working in. Marion’s advice to those nurses just starting out in a OHN position would be that they accomplish more by moving slowly – getting management to “buy into” the changes you are wishing to implement. It is often the case that issues you will be concentrating on are the issues that your employer feels are important to them and their business.

Rosemary Bishop shared some interesting comments --- prefaced by her opening words, "What a great way to contribute to one's community!". She says that occupational health nursing provides the individual OHN an opportunity to benefit employees and their families, employers and the community as a whole. To work with healthy people, who may be temporarily ill, and have a positive influence on restoring, maintaining and increasing their overall health and workplace comfort is very satisfying. Rosemary also shared that there are many opportunities for new OHNs including becoming a member of their local chapter of AOHNA and in turn becoming involved in the educational and social components, to volunteer for an executive position and to attend the Annual Education Day and Conference. She touched on the importance of networking with senior OHNs and obtaining hands-on practical workplace experience with appropriate placement in that work setting. She concluded with the advice that an Occupational Health Nursing Certificate is essential and a baccalaureate degree in nursing is desirable...today most large corporations require this educational background.

Susan Ens and Lynn Lambert offered the following combined comments. Occupational health nursing offers a challenging and rewarding career in an exciting and ever-changing field. This branch of preventative medicine has the potential to contribute more to human welfare than any other health specialty. The field gives nurses independence in their work, and yet can also provide for a team approach. Further, the field involves a variation in work, not only throughout the many industries Occupational Health Nursing serves but also within each company. A career in occupational health nursing allows interaction with all employees and a chance to positively impact the lives of workers and their families.

Lynn and Susan provide the following advice for a new OHN embarking on his/her career:

- ◆ The foundation for a successful career begins with the creation of an environment where the employees feel safe. Maintaining confidentiality and being consistent, open and honest in all your dealings will earn you the trust of both the employees and management.
- ◆ Since you will be looked upon as the expert and used as a validation tool, it is imperative to keep up-to-date with the very latest trends/news. Besides the current information available through literature, other key resources include your nursing associations and networking with your colleagues.
- ◆ Your challenge will be to assist in identifying and working out solutions to everyday problems that are compatible with the work environment, management policy and the health system on one hand...and with the unique health, social and environmental needs of the employee on the other.

BIOGRAPHIES

To close off this section we provide biographies for five of the seven members who were interviewed in the previous section, and who have retired or are no longer working in occupational health. They are **Rosemary Bishop, Pat Graham, Marion Johnstone, Pat Ness and Audrey Peterson**. The biographies outline their nursing careers, commitment to the specialty of occupational health nursing, involvement with the AOHNA, and awards they have received.

Two of the interviewees, **Lynn Lambert** and **Susan Ens** continue to work in the field and remain involved with the AOHNA. As members of the South Chapter, both Susan Ens and Lynn Lambert served a number of times in South Central Chapter positions (i.e., Chairperson, Secretary/Treasurer, and Chapter Representative for Provincial).

Lynn received COHN certification in 1987 and participated in the first distance learning class for GMCC. She received her reciprocity COHN with the ABOHN in 1989 and was awarded the 1994 Ruptash-Mandryk Exemplary Service Award.

Susan received her COHN certification in 1988 and was the 1993 recipient of the Ruptash-Mandryk Exemplary Service Award. She sat on the committee that developed the Confidentiality Guidelines for Occupational Health Nurses in 1996, and the following year, she was a member of the committee that compiled the previous history book entitled *“AOHNA: 20th Anniversary 1977-1997”*.

Rosemary Bishop

Ms. Rosemary Elizabeth Bishop is a 1953 graduate from The London Hospital (now known as The Royal London) in Whitechapel, London, England. When she retired some forty-nine years later, her professional designations were RN and OHNC.

Rosemary's interest in occupational health nursing began in 1977 while working for a family practitioner in Calgary. The family practitioner was the “company physician” for some twenty different companies, the largest one of these being Standard General Construction. Rosemary developed a blood pressure screening program and monitored workers at various construction sites, and went on to take CPR, First Aid and Audiometry courses. In 1981 her career moved to Telus (then Alberta Government Telephones) where Rosemary worked as the Occupational Health Nurse. The early 1980s were growth years within Telus and Rosemary continued to grow and attend courses in occupational health.

September 1984 marked Rosemary's enrollment in the GMCC Occupational Health Nursing Certification Program by distance learning. During the next few years she continued to work for Telus and attend classes, which were located at SAIT and University of Calgary facilities. She graduated in January 1987. In 1988 she was “loaned out” by Telus to volunteer at the health clinic in the athlete's village for the XV Olympic Winter Games in Calgary. The following year, Rosemary was promoted to Occupational Health Supervisor overseeing eight OHNs in Edmonton, Red Deer, Lethbridge and Calgary. One of the highlights of her years with Telus was in 1990 when she headed-up a committee of Telus managers and Union representatives to develop and implement an

Employee Family Assistance Program. In 1994, Rosemary decided to take a volunteer separation package from Telus.

Rosemary's career continued on a part-time basis with Kelly Luttmer & Associates Ltd. as an Occupational Health Consultant with the new University of Calgary Disability Management Program. In 1999 her title changed to Occupational Health/Ergonomics Consultant. Rosemary retired in September 2002 after forty-nine years in the nursing profession.

A member of the South Central Chapter, Rosemary held the positions of Vice President, President and Past President and a total of six years chairing the Education Committee. She attended AOHNA Conferences from 1985 to 2000.

Rosemary Bishop was awarded the 1997 Ruptash-Mandryk award for Exemplary Service and the 2002 Ruptash-Mandryk Award for Years of Dedicated Service.

Pat Graham

Mrs. Patricia (Pat) Marjorie Graham graduated with the Class of 1957 from Holy Cross Hospital School of Nursing in Calgary. After 25 years of nursing, she took an early retirement in 1991 but returned to the field later that year. Officially, Pat retired eleven years later at the end of 2002. Her professional designations were RN and COHN(C).

Pat began her career in occupational health at the Southern Alberta Institute of Technology (S.A.I.T.) in 1968. She also worked at the Northern Alberta Institute of Technology (N.A.I.T.) in Edmonton and then later came back to Calgary for an occupational health nursing position at Foothills Hospital. The ensuing years included returning to S.A.I.T. and in January 1982 she was appointed the Occupational Health and Safety Manager in the Human Resources Department. Pat has the distinction of being the first occupational health nurse to have a management role in the Province of Alberta. She retired from S.A.I.T. on December 31st, 2003.

In 1978 and 1979, Pat was one of the key individuals who lobbied the Alberta Government and Grant MacEwan Community College to offer the OHN Certificate Program in Calgary. She was a member of the first Calgary class receiving her OHNC in 1981. She also received her American Board Certification the same year and her Canadian certification in 1983.

Involvement at the Chapter level of AOHNA included the position of South Central Chapter representative from 1980 to 1982. She also chaired the committee for the Celebration Banquet for the 35th Anniversary of the Calgary Chapter held at S.A.I.T. in 1988. Provincially, Pat wore many hats – ranging from serving on an AOHNA Conference Committee to being the 1983 to 1986 President Elect, President and Past President. In the 1980's she worked on the committee that presented recommendations to the AARN Council Committee on Confidentiality of Health Records and Information, represented AOHNA at the AARN Council Committee to discuss Quality Assurance in Nursing and chaired the Practice Standards Committee. Between 1989 and 1993, Pat was a Director of the Canadian Council for Occupational Health Nurses, Inc.

In 1988, Pat was awarded the Ruptash-Mandryk Award for Exemplary Service and two years later was awarded the Ruptash-Mandryk Nurse of the Year Award.

Marion Johnstone

Mrs. Marion Johnstone was a nursing graduate of the 1960 class from The University of Alberta Nursing Program. When she retired some thirty-eight years later, her professional designations were RN and OHNC.

Marion began occupational health nursing in 1976, working for a classmate who had started WesCan Occupational Health Services. Two years later, she made the decision to register for the GMCC Occupational Health Nursing Certificate Program. This was the first time courses were offered in Calgary so Marion was one of the nurses in “on the ground level” (Liz Dawson came to Calgary every other week to deliver the courses.)

Marion’s career in occupational health nursing included positions with the Government of Alberta, ESSO, Nova and TransAlta Utilities. She was hired in 1982 by TransAlta Utilities as their first (and only) occupational health nurse. It was an interesting and challenging position as she had the opportunity to initiate programs and “learn along with the employees” ... some 2,700 employees throughout Alberta. Marion remained with TransAlta until her retirement in 1998.

Marion was active at both the chapter (South Central) and Provincial level of the AOHNA. At Chapter level, she represented the Chapter on a local AARN liaison committee and was on the executive for several years. At Provincial level, she was Vice President, President and Past President (1987 to 1990) and was a member of the conference planning committee as well as other committees such as the AOHNA Bylaw Committee, Competencies For The OHN and AOHNA Policies and Procedures.

The Ruptash-Mandryk Award for Exemplary Service was awarded to Marion in 1993 and, five years later in 1998, Marion was named an Honorary Member of the AOHNA.

Pat Ness

Ms. Pat Ness’, RN, COHN, M.Ed. nursing career has spanned thirty-five years and she has five “nursing and nursing-related” graduations to her credit. First, she graduated from the Calgary General Hospital School of Nursing in 1967 and then went on to receive her a Nursing Diploma in Teaching and Supervision from the University of Alberta in 1968. Ten years later (1978) Pat received her Occupational Health Nursing Certificate from Grant MacEwan Community College, and in 1982, she graduated once again from the University of Alberta with a Bachelor of Education. Pat earned her Master of Education from the University of Alberta one decade later.

There is an interesting story on how Pat became an OHN. When she and her family moved to Edmonton in 1975, she tried to find a nursing “day” position due to raising two small children. She ended up working out of nursing, as a radio dispatcher for a large construction company and she became aware of the safety and health issues affecting workers. A fellow graduate from Calgary (already working in the occupational health field), told Pat about the Occupational Health Nursing Certificate at GMCC in Edmonton. So off she went, landing her first occupational health nurse position at a manufacturing company (the company’s first occupational health nurse). At the start, most of her time was spent on safety, first aid and WCB forms (by the hundreds!). Gradually, she was able to institute health surveillance, monitoring, health promotion, education, disability

management and rehabilitation, During her six years with this company, she began teaching part time in the evenings at GMCC and the rest is history. In 1985, Pat took a contract position with the College to develop and implement a distance education program in occupational health nursing ...a huge undertaking. The distance program has evolved along with the practice of occupational health nurses and it is a constant challenge to keep up with the trends and issues in the field. The number of graduates per year (15 to 25) seems appropriate and sustainable.

Pat's involvement in the AOHNA included being a member of the Ad Hoc Committee to develop professional competency standards, and holding the positions of President Elect, President and Past President from 1991 to 1994. She was also on the 1989 Conference Committee.

She was awarded the Ruptash-Mandryk Exemplary Service Award in 1987. Seven years later she was awarded the Ruptash-Mandryk Nurse of the Year Award.

Audrey Peterson

Ms. Audrey Peterson, RN is a graduate of the nursing program at Lamont Alberta Archer Memorial Hospital (1964). Nine years into her nursing career, Audrey started in occupational health nursing.

Audrey's first position was working nights at Canada Packers in the main slaughter house. She was called an "Industrial Nurse" and her primary role was first aid and completing WCB forms. A job opened up at the Gulf Canada Edmonton Refinery in 1975 and Audrey was hired there. Initially her duties included biological monitoring, hearing conservation, WCB, first aid and consulting with physicians. As time went by, the program developed to include a more preventative approach addressing all aspects of occupational health such as employee assistance programs, critical incident stress debriefing, health surveillance programs plus disability management. Parallel to this growth, a physician came on site for several hours per week as did an employee assistance counsellor. Gulf Canada became Petro-Canada in 1986 and the occupational health program changed to meet the needs of the new organization and head office directions. Because Gulf Canada's occupational health program was ahead of its time, the transition to the new corporate culture was accomplished quite easily. Audrey felt working for Petro-Canada was always challenging because the company was always breaking new ground ... and, as an occupational health professional, her career was rewarding, stimulating and fulfilling.

Audrey has been a member of the North Central Chapter since the 1970's and has always taken an active role in the association as treasurer, president elect, president and past president. She was also Chapter Rep to the Provincial Association for two years.

Recipient of the 1999 Award for Exemplary Service, Audrey was also honoured in 2002 with the Ruptash-Mandryk Nurse of the Year Award.

Sadly, several weeks after conducting this interview, Audrey Petersen passed away in Sherwood Park on July 4th, 2003. A tribute to her follows in the "Memorials" section.

MEMORIALS

Sophie Mandryk (June 20th, 1934 – June 1st, 1999)

AOHNA member Sophie Mandryk died on June 1st, 1999. A number of members of this Chapter worked in various ways to honor Sophie's memory. Carole Hunter did a presentation on Sophie's career and a poem entitled "What Is Success" at the AOHNA 1999 Conference. Members also coordinated a memory box of stories, written memories, and photos about fun times for Sophie's family.

A fitting and continuing tribute was the formation of the Sophie Mandryk Trust Fund through the Alberta Registered Nurses Education Trust Fund (ARNET). Donations were received from friends of Sophie and Provincial Executive also made a significant monetary donation. An explanation about the Sophie Mandryk Memorial Education Fund appeared in Vol. 55, No. 6 (November/December 1999) issue of *Alberta RN*. It has been reproduced here:

SOPHIE MANDRYK MEMORIAL EDUCATION FUND

Friends and colleagues of Sophie Mandryk have established a memorial education fund as a lasting tribute to Ms. Mandryk's contributions and achievements in occupational health nursing.

Ms. Mandryk was highly respected in Alberta by business managers and occupational health professionals for her role in developing practice standards and policies and procedures that contributed to a safe working environment.

She also helped to establish a strong occupational health nursing community by developing a specialized education program for occupational health nurses.

The Mandryk Memorial Education Fund will support registered nurses in studies related to occupational health nursing. Ms. Mandryk's role as mentor to Alberta's occupational health nurses was marked through various awards during her 44-year-long nursing career. Her colleagues recognized her in a special tribute:

"As a friend, Sophie held a very special place in the hearts of many. She was our mentor, our role model, and our very special confidante. We will miss her. She had touched our lives, and we have gained so much by knowing her."

Contributions to the memorial fund may be made through the Education Trust office.

Margery Joy Olsen (January 12th, 1931 to March 8th, 2003)
(Written by Pat Graham)



Marge Olsen
1931 - 2003

Margery Olsen (Marge to those of us who knew and loved her) graduated from the University of Alberta Hospital School of Nursing in 1953. After graduation, Marge began her nursing career at the hospital in Preeceville, Saskatchewan.

Marge was a student in the first Occupational Health Nursing Certificate Program offered through Grant MacEwan Community College, which commenced at Mount Royal College on September 21, 1978. She successively wrote the Canadian certification exam in 1983. She began her career in occupational health at the Prudential Steel Company in 1975. This was followed by a job at Petro Canada. She later accepted a position with the PAO Department, Government of Alberta, as the regional occupational health nurse in 1979 and retired from there in 1996.

Marge was committed to bringing an awareness of the value of our specialty to the workplace. Thus, she was respected by management and employees alike. She was always willing to assist and once a project was started, determined to see it through.

Marge was a very dedicated professional, and for many years was active in the AOHNA, both locally and provincially. For example,

- ◆ In 1978 she was a member of the Ad Hoc Committee appointed to publish *The Recommended Role, Qualifications and Terms of Employment* for OHN's in Alberta.
- ◆ She was Chapter Representative in 1978/1979 and 1980/1981 for the South Central Chapter.
- ◆ In 1982, she was a member of the committee that organized the first AOHNA Conference (Palliser Hotel, Calgary).
- ◆ She held the following positions with the AOHNA Provincial Executive:
 - ◆ 1982/1983: President Elect, AOHNA
 - ◆ 1983/1984: President, AOHNA
 - ◆ 1984/1985: Past President, AOHNA
- ◆ In 1986, she received the Ruptash-Mandryk Exemplary Service Award
- ◆ In 1986, she was named on Honorary Member of the AOHNA
- ◆ She retired in January 1996 after working 21 years in occupational health nursing

In her retirement years, Marge was enthusiastic about and dedicated to her six grandchildren as she has been to her profession. Marge was a true friend, a mentor and a role model to all those she worked with ... always available when a colleague requested advice or needed support. As well, she had fun and was fun to be with. Her middle name – “Joy” – was aptly given the day she was born! Marge touched our lives significantly and we miss her.

Marge Olsen passed away in Calgary on March 8th, 2003.

Audrey Ann Peterson (January 10th, 1943 – July 4th, 2003)



Audrey Ann Peterson
1943 ~ 2003

At Audrey Peterson's Memorial Service, held July 9th, 2003 in Sherwood Park, her friend – Myrt – presented the Eulogy. This is an excerpt from that Eulogy:

Audrey Peterson was born Audrey Ann Aarbo on January 10th, 1943 in Elk Point, Alberta. With the exception of a couple of years in Vermilion, Audrey grew up and attended school primarily in Elk Point. She went on to Lamont Nursing School and graduated as an RN in 1964. While in training she met William Peterson and they were married in December of 1964. In 1966 Robin was born in Peace River, where they were currently living. In 1969, their second son, Nelson, was born in Sherwood Park, where they had bought a home on Eagle Drive. Even after divorcing Bill, Audrey and the boys continued to make 31 Eagle Drive their first and only home.

Audrey loved her house and made it "home" to everyone she knew. She loved her yard, her neighbours and life in general! She loved entertaining her friends and relatives, was a fantastic cook, hostess, confidant, and friend. Some of her interests included cards and blackjack, music, gardening, golfing, winemaking and testing, and so much more. You could always depend on Audrey to lend a helping hand. Her level-headedness was put to the test on many occasions when called upon in various circumstances, whether it be family problems, friends or work related. Her expectations were extremely high, and we recognize many of her fine qualities in the two young men she raised.

Audrey had a huge influence on so many people. Her family was first and foremost in her life. Her friends and associates became one of her extended families, which included the Danyluk's, her Petro-Canada family and her nursing colleagues, just to name a few.

The closing of Audrey's Eulogy was a poem. We reprint the last stanza here as a tribute to all our friends and colleagues who have died during the previous five years:

~~~~~

*So whether we are close together, or life pushes us apart,  
We'll always feel the love that you had in your heart,  
And there is one thing that we know and can carry to the end ...  
Our lives are so much better, because you were our friend.*

~~~~~


AOHNA 25th ANNIVERSARY CELEBRATION May 16-17th, 2002

The 25th AOHNA Anniversary Celebration was held at the 2001-2002 Conference Banquet in Calgary on May 16th, 2002. The celebrations included welcoming a number of special guests and retirees, and a commemorative slide presentation of past pictures. The slide show was prepared by Lynn Rogers and Eric Stein, and presented to the Provincial Executive in CD format. In addition, Ruby Meunier, who was a founding member of the AOHNA, gave a special keynote address. The following is a copy of Ruby's address.

Hello Fellow OHNs

Since this is the 25th year of the Alberta Occupational Health Nurses Association it gives me great pleasure in being asked to reminisce with you about the association prior to 1977 and forward.

For a number of years nurses had worked as OHNs in isolation from each other at various plants and construction sites around the province. With the start up of the occupational health nursing certificate courses at Grant MacEwan Community College, it meant that we were getting specific training in our field and also had the chance on a weekly basis to talk, during coffee breaks in the evening sessions. We did feel that "society" status was necessary. It took us until May 1977 to get all the requirements in place and have an annual meeting. The chairperson of that meeting, where all the bylaws were passed, was Carole Linder Borg.

Carole is here tonight as well – Carole would you please stand! We all looked upon our becoming an association as a highlight of our nursing career. It was the second such association in Canada at that time.

The second hurdle that we undertook was the status of special interest group under the AARN. At that time, Yvonne Chapman was the Director of Nursing for the AARN and she gave the job of working with us to Betty Sellers (a staff member of the ARRN). The AARN's executive focus was on the treatment of illness and not on prevention. Many hours went into putting down on paper, why we were a specialty. When you hear the announcement of the Betty Sellers Scholarship each year at the ARRN conventions – remember to say "thank you, Betty" for helping us become a recognized group, the first in Canada to be under the provincial nurses' association.

Speaking of scholarships – Sophie Ruptash was a member of the first graduating class from Grant MacEwan Community College and also an undergrad classmate of mine. She was a lady who did everything first class, the best, and that is what that scholarship will always say to me.

Getting back to occupational health education, prior to 1974 - as far as I know there were only two nurses with occupational health nursing certificates in Alberta – Elizabeth Butler whose certificate was from London, England and Antoinette Ali whose certificate was a joint Public Health/Occupational Health degree from McGill. The evening class, which started in the fall of 1974, had about twenty R.N.'s. This was a ten-subject certificate program, which included these



Ruby Meunier's Keynote Address

options, one of which had to be psychology, sociology or anthropology. There were only six grads in 1976 because we were able to transfer courses that we had previously taken. The class of 1977 probably had at least twenty students graduating.

In the meantime, Pat Shelton from Mobile Oil in Calgary challenged the American exams and passed. We were all ecstatic for her. Then three nurses decided to go to London, England for a year to get certification – Joyce Cusack, Dorothy Smith and Joey Stewart. Finally some classes became available in Calgary. From then on, OHN's in Alberta blossomed.

Yesterday, I was asked specifically to talk about the OHN program that was attached to the Red Deer Health Unit as a pilot project and which I was involved in for six years. The idea was to make OHN services available to small industry – work sites with less than 200 workers. It started in 1974 with two full-time and one part-time nurse. A requirement of the job was taking classes at Grant MacEwan Community College. I was the part-time nurse in the beginning. As personnel changed, Evelyn Kusmire came over from Intercontinental Packers – Evelyn is here tonight as well – Evelyn please stand.

In 1979 I did a research paper on how the OHN program could be implemented in all Health Units in Alberta. There never was the political will to go ahead. I still feel it was a very good preventative program. A program whose time will come.

For now, I'm very pleased to see what has happened to the AOHNA. The time and effort being put into the betterment of the association and working conditions of nurses, is very evident. Individually and collectively the future for our field looks bright indeed.

Thank you.
(Mrs.) Ruby Meunier RN, OHNC
Red Deer, Alberta

Ruby was one of the founding members of the AOHNA and named an Honorary Member in 1986.



2001-2002 AOHNA 25th Anniversary – Banquet Guests

L to R Back Row – Marion Johnston, Pat Graham

L to R Front Row – Jean Morrison, Betty McKinnon, Marilyn Siewert, Nan Graham

AOHNA RECOGNITION AWARDS

Ruptash-Mandryk Nurse of the Year Award

~ 1998 ~

Carol Graham

~ 1999 ~

Agnes Murrin

~ 2000 ~

Louise Giacomazzi

~ 2001 ~

Sheila Fenwick

~ 2002 ~

Audrey Peterson

Exemplary Service Award

~ 1998 ~

Sharon Chadwick, Anita Volk, Ann Szabo

~ 1999 ~

Yolande Stubbs, Glenys Schick, Audrey Peterson, Ann Stevens

~ 2000 ~

Ellen Coe, Darlene Hilts, Lynn Rogers

~ 2001 ~

Terry MacDonald, Eric Stein, Joan Schafer, Delores Brisbois

~ 2002 ~

Maureen Gibney, Barbara Saint, Sue Hocken, Jean Flynn, Pat Tirpak

Years of Dedicated Service Award

~ 1998 ~

No award presented

~ 1999 ~

Elizabeth Butler, Irene Vanover

~ 2000 ~

Norma McDougall

~ 2001 ~

Ruby Dyberg, Georgina Plunkett

~ 2002 ~

Rosemary Bishop

Promising Performer Award

In 1998, the concept of a new AOHNA Provincial Award to be known as the Promising Performer Award was discussed. Initial funding for the award was supplied by Dianne Dyck, and criteria were drafted in 1999. The award was designed to foster active participation by new OHN graduates in the OHN profession and in the AOHNA. The first Promising Performer Award was presented at the 1999 AOHNA Conference.

~ 1999 ~

Danette Mandryk

~ 2000 ~

Jean Bernier

~ 2001 ~

Shelly Ptolemy

~ 2002~

No award presented

OCCUPATIONAL HEALTH NURSES WORK...

The following article was prepared for the AOHNA website and addresses the question: “*What Is Occupational Health Nursing?*”. The article summarizes occupational health nursing as we enter a new millennium.

WHAT IS OCCUPATIONAL HEALTH NURSING?

An occupational health service is defined as a program in or near a place of employment that provides appropriate health services to workers and monitoring of the work environment.

An Occupational Health Nurse (OHN) is a registered nurse with additional education in the field of occupational health. The practice standards developed by the Alberta Occupational Health Nurses Association (AOHNA), a specialty group of the Alberta Association of Registered Nurses (AARN), ensure the public that AOHNA members provide quality service.

OHN's are familiar with the provincial Occupational Health and Safety legislation, as well as the Worker's Compensation legislation pertaining to various industries. They communicate this information to management, employees, unions and other stakeholders so that optimal levels of health and safety can be realized.

OHN's whether in-house or contracted, can benefit any worksite – large or small. They can add value to a business to contributing towards the:

- ◆ Protection of workers against workplace health hazards
- ◆ Establishment and maintenance of physical and emotional well-being of workers
- ◆ Rehabilitation of ill or injured workers
- ◆ Cost-containment of benefit program

OHN's can play an integral role in disability management, modified work programs, absentee management, WCB claims management, development of ergonomic solutions, referral to Employee Assistance services, and provision of first aid and emergency services, just to name a few. As well, preventative approaches such as safety programs, industrial hygiene inspections, WHMIS, hearing conservation efforts, employee wellness, and health education are effectively delivered by OHNs. All these interventions can result in compliance to Occupational Health and Safety legislation, decreased absenteeism, reduced benefit costs, reduced WCB premiums, improved employee morale, and increased productivity.

The cost of OHN support can be projected and measured. Typically, a conservative return on investment for having OHN support is between \$2.50 and \$3.00 for every dollar invested. However, the cost of not having OHN support is only historical (determined after the fact), and is therefore uncontrollable.

Also appearing on the AOHNA website is the following write-up, which addresses the question:

“What Qualifications Are Needed to Be An Occupational Health Nurse?”

Education

- ◆ Must be a registered nurse, graduated from an approved school of nursing
- ◆ A certificate in occupational health nursing obtained from a post-secondary educational institution is preferred
- ◆ Specialized courses in areas related to workplaces are an asset and include management, research, toxicology, disability management, audiometry, spirometry

Certification

- ◆ Certification at the level of the Canadian Occupational Health Nursing Certificate – COHN (C) is encouraged

Continuing Education

- ◆ The specialty of occupational health nursing is continuously changing, and practitioners must maintain a current level of knowledge. Attendance at meetings, seminars and conferences is essential. Many opportunities for continuing education are available throughout Alberta, Canada and the world.

Professional Responsibilities

- ◆ Maintaining active registration with the Alberta Association of Registered Nurses (AARN)
- ◆ Practicing in accordance with relevant nursing legislation, code of ethics, practice standards, workplace policies and procedures, human rights legislation and other legislation
- ◆ Maintaining competent practice through continuing education activities



1999 AOHNA Award Winners

L to R – Back Row – Yolande Stubbs, Audrey Peterson, Danette Mandryk, Glenys Schick
L to R – Front Row – Agnes Murrin, Elizabeth Butler, Ann Stevens

TESTIMONIAL LETTERS

As part of this historical overview, The City of Medicine Hat was asked to share with us what it meant to have occupational health nurses on staff. Their testimonial demonstrates the important role and responsibilities occupational health nurses have in workplaces.

FROM THE CITY OF MEDICINE HAT Medicine Hat, Alberta

The City of Medicine Hat has utilized the services of Occupational Health Nurses since 1991. In the beginning, an Occupational Health Nurse administered the Health Surveillance program and assisted in WCB claim registration. In 1999 the City of Medicine Hat implemented comprehensive disability and health surveillance management programs. The City hired two full time Occupational Health Nurses, one contract Occupational Health Nurse and a technical assistant to become a functional Occupational Health workgroup.

The City of Medicine Hat has seen many valuable benefits with this workgroup and have received favorable feedback from the employee, management and union groups on the advantage of this expertise in the corporation. Programs such as health surveillance, medical monitoring, crisis intervention, disability case management, employee assistance referral, injury prevention, health promotion, ergonomic assessments, education and postural health have all been implemented with considerable success.

Early return to work strategies and support has lessened the human and financial impact of injury, illness and disability in the workplace. The Occupational Health Nurses have gained the trust and respect of the various groups and exhibit a high level of professionalism.

The City of Medicine Hat recognizes the alignment of Occupational Health Services in the City's endeavor to be the "Employer of Choice" in our community.

Grant MacKay
General Manager, Human Resources

OHN-OWNED COMPANIES

The profession of Occupational Health Nursing has experienced many changes over the years, one of which is the increasing number of Occupational Health Nurse owned and operated companies. Some of these OHN-owned companies began operation in the early 1990's, and new companies continue to be formed.

OHN-owned companies respond to the current business trend of "outsourcing" and act as a way for smaller and medium-sized companies to obtain occupational health nursing services without adding permanent employees. Outsourcing or contracting-out of specialized services also allows employers to ensure they have expertise in areas such as occupational health for the benefit of their employees and for themselves.

In the spring of 2003, all companies in Alberta owned by occupational health nurses who were members of the AOHNA were asked to provide information for this history update. Each company was asked to provide the following information:

1. Name and location of the company
2. Name of owner and position/title of nurse leader
3. Date company started
4. Number of occupational health nurses employed
5. Focus of the business.

The following companies responded and provided their information. The companies appear in alphabetical order:

COHR, Canadian Occupational Health Resources Inc. (COHR Health), Calgary

- ❖ Cinthia Ehmann, President, CEO
- ❖ May 1994
- ❖ 7 OHNs
- ❖ Full occupational health service provider with specialization in biological substance policy development, testing and supervisor training

Garner & Associates Ltd., Calgary

- ❖ Marjie Garner President
- ❖ October 1991
- ❖ 12 OHNs in Alberta & BC, and 20-30 contract OHNs across Canada as needed
- ❖ Occupational health and disability management services

Health & Wellness Business Solutions Inc., Red Deer

- ❖ Sue Hocken, President
- ❖ May 1999
- ❖ 3 OHNs
- ❖ Occupational health and safety consulting, education and training, disability management & ergonomics

Kelly, Luttmer & Associates Ltd., Calgary

- ❖ Glenys Schick, President KLA and Leader of Occupational Health Services
- ❖ Started as an EAP company in 1983, then evolved in 1994 to include occupational health services and an integrated approach to disability management.
- ❖ 15 OHNs
- ❖ EFAP and occupational health with a focus on the integrated model for delivery of services

Occupational Health Solutions, Red Deer

- ❖ Janice Hazlett, Occupational Health Nurse Consultant
- ❖ January 1998
- ❖ One employee (self)
- ❖ General occupational health and disability management

Remote Occupational Health Services Ltd., Calgary

- ❖ Betty MacKinnon, Director
- ❖ April 1, 1999
- ❖ One employee (self)
- ❖ Health monitoring program for field workers of oil companies

The ECM Group Ltd., Calgary and Edmonton

- ❖ Fay Benard, President, Holly Bevan and Julia Gerritsen, Directors.
- ❖ October 1994
- ❖ 13 OHNs
- ❖ Full range of occupational health services with specialization in the area of disability management

WHI, Workplace Health International Ltd., Calgary

- ❖ Lynn Rogers, President
- ❖ August, 1991
- ❖ Two employees, and three associate OHN consultants
- ❖ Occupational health consulting, research and training, with specialization in policy and program development

1998-2002 PUBLICATIONS, ARCHIVED MATERIALS AND AOHNA WEBSITE

PUBLICATIONS:

- ◆ Occupational Health Nurses Work (2000)
- ◆ AOHNA Guiding Principles (2001)
- ◆ Disability Management Guidelines (2002)

AUDIO VISUAL:

- ◆ PowerPoint presentation entitled *Occupational Health Nursing: A Unique Advantage* (2000)

ARCHIVES:

- ◆ AOHNA (Provincial and Chapter) records, minutes, and annual reports plus information on COHNA for 1998 to early 2002 were catalogued and stored at the ARRN library in Edmonton.
- ◆ AOHNA Historical Perspective 1998-2002 compiled and written

WEBSITE:

Work began on the AOHNA website project in 1998. It (www.aohna.ab.ca) became operational in Spring 2000. The Association's e-mail address is: aohna@telusplanet.net

PROMOTIONAL PRODUCTS:

- ◆ Sweatshirts, Golf Shirts, Tote Bags, Pins (1999)
- ◆ Briefcases with AOHNA logo (2000)
- ◆ AOHNA Polar Fleece Vests (2001-2002)
- ◆ AOHNA 25th Anniversary Clocks (2001-2002)

AOHNA 2003 MEMBERSHIP ROSTER

Central Chapter

Brisbois, Delores
Clinker, Karen
Dueck, Gloria
Hazlett, Jan
Hocken, Susan
LaRose, Sherry
Lees, Frances
Leonhardt, Betty
Lynn, Bernice
Neary, Debra
Peyton Holt, Shelly
Raivio, Jana
Shackelon, Yvonne
Tirpak, Patricia
Wasylenki, Heather

North Central Chapter

Auger, Vivian
Bailey, Marie
Balch, Doreen
Bayliss, Pat
Beauvais, Melissa
Benson, Lois
Biggs, Lori
Boettcher, Judith
Bordato, Karen
Bowditch, Grace
Brander, Roberta
Buckles, Jeannie
Chadwick, Sharon
Chorley, Lynn
Ciavaglia, Rosanna
Coe, Ellen
Coffin, Joan
Coutts, Mary
Denney, Ann
Doherty, Leigh
Dow-Clarke, Anne
Doyle, Bernice
Doyle, Rosalind
Doz, Frieda
Duffy, Pat
Egedahl, Mary Lou
Elliott, Charlene
Fletcher, Kathy
Fowler, Mary

Friesen, Eunice
Gates, Carlotta
Gawryluik, Henrietta
Ghazal, Zarifa
Giacomazzi, Louise
Goyer, Cheryl
Graham, Carol
Gregoraschuk, Della
Hanowski, Beverley
Heath, Barbara
Hegholz, Gertie
Hehn, Sharon
Henry, Francoise
Hill, Lorraine
Hilts, Darlene
Hokanson, Gladys
Holloway, Barbara
Hunter, Carole
Hutton, Kimm
Jackman, Barbara
Jacobi, Shannon
Johnson, Susan J.
Joseph, Elsie
Joyes-Bond, Gayle
Kroetsch, Irene
Krushinsky, Janice
Litwin, Linda
Lobay, Kathryn
Lundell, Donna
Lytwyn, Stacey
MacDonald, Carol A.
MacDonald, Pauline
MacDonald, Terry
MacGilliverty, Heather
Matheson, Betty
McDougall, Linda
McNab, Donna
McNeilly, Kari
Meighen, Elaine
Milton, Leah
Munro, Donna
Newell-Tigeris, Christine
Noble, Bev
Nychka, Adeline I.
Ouellette, Caroline
Palsson, Penny
Paltzat, Diane
Parker, Valerie
Pearson, Linda
Penner, Michelle
Petruk, Joan V.

Phillips, Timothy
Pietrzyk-Cook, Connie
Pinder, Kathryn
Ramsden, Gail
Robertson, Lynn
Robinson, Cheryl
Ross, Jannetta
Roth, Nonnie
Ryan, Patricia
Saint, Barbara
Sallis, Lynda
Santo, Allison
Sawchuk, Terry
Schienbein, Lesley
Schultz, Lynda
Scott, Terry Cleo
Seglie, JoAnne
Skillen, D. Lynn
Smith, Frazer
Smith, Michelle
Sonnenberg, Barbara
Stein, Eric
Szabo, Anne
Szumlas, Peggy
Taylor, Jacqueline
Taylor, Patricia
Toronchuk, Sharon
Valint, Alan
Van den Bijgaart, John
Volk, Anita
Walker, Patricia C.
Wallace, Corrine
Watamaniuk, Lyn
Weaver, Kara
Weir, Barbara
Widlake, Shirley
Zelman, Viola

AOHNA 2003 MEMBERSHIP ROSTER

South Central Chapter

Albach, Catherine
Alexander, Lynne
Allen, Rita
Ancelin, Anne
Anderson, Diane M.
Bartkiewicz, Jacqueline
Benard, Fay
Bernier, Jean
Blundell-Gosselin, Heather
Jo
Boyes, Anna Marie
Brehm, Gloria
Bresnahan, Brenda
Brookes, Gillian
Brown, Anne
Callaway, Joyce
Campbell, Ann
Careen, Selina
Christensen, Janie
Clark, Jean
Clarke, Linda
Coles, Mary
Coller, Roberta
Costea, Lee
Dobell, Jo-Anne
Douglas, Shirley
Dyck, Dianne
Edwards, Bev
Fenwick, Sheila
Fleming, Berna
Gaffney, Penny
Garner, Marjorie
Gerritsen, Julia
Gibney, Maureen
Greco, Anne
Hopkins, Linda
Howden, Alice
Ingram, Eva
James, Joanne
Johnston, Beverley
Kiefer, Shelley
Kober, Judy
Larocque, Beth
LaRocque, Danielle
Lomax, Joyce
Mackey, Lisa
MacKinnon, Betty

MacLean, Frances
Manthey, Rhonda
McGonigal, Sheila
McKendry, Roxanne
McKenzie, Joan
Meier, Kimberly
Monkman, Sharon
Mooers, Tina
Moynihan, Shari
Muir, D. Kenneth
Murrin, Agnes
Nelson, Catherine
O'Hare, Lorette
Olsen, Vicky
Osweiler, Georgette
Pettipas, Margaret
Pitchko, Colleen
Potter, Laura
Ptolemy, Shelly
Rachansky, Alma
Raven, Brenda
Ray, Barbara
Roberts, Barbara
Rogers, Lynn
Rumbolt, Juanita
Schafer, Joan
Schafer, Susan
Schick, Glenys
Scott, Lynn
Secondiak, Carol
Seland, Donna
Seredynski, Kathryn
Sharpe, Bronwen
Sheppard, Leslie
Simon, Diane
Simonds, Elaine
Sirois, Patricia
Smith, Andrea
Sobuliak, Catherine
Sopko, Marie
Stewart, Loral
Swanston, Ellen
Wagner, Karen
Watson, Ferne
Wedel, James
Weich, Kim
Wells, Pamela
White, Joanne
Williamson, Linda
Wulf, Ruth
Young, Wanda

Zaferis, Linda

AOHNA 2003 MEMBERSHIP ROSTER

HONORARY MEMBERS

1998

Calder, Bobbie (South Central)
Johnstone, Marion (South Central)

1999

Liz Butler
Irene Vanover

2000

None awarded

2001

None awarded

2002

None awarded

2003

None awarded

ASSOCIATE MEMBERS

Bachinsky, Bonnie (North Central)
Banic, Tatjana (South Central)
Belcourt, Chantal (North Central)
Bourbeau, Angie (North Central)
Christensen, Nancy (North Central)
Cloutier, Angele (South Central)
Dackiw-Bokalo, Vira (North Central)
Dagenais, Lora (South Central)
Dagenais, Lorna (South Central)
Dyberg, Ruby (North Central)
Ehmann, Cinthia (South Central)
Fulford, Velda (North Central)
Gornik, Peter (North Central)
Gossen, Ginny (North Central)
Heward, Dorothy (North Central)
Kent, Eileen (North Central)
Kopecka, Eva J. (North Central)
Krticic, Inka (North Central)
Martens-Van Hilst, Yolanda (South Central)
McDougall, Norma (North Central)
McKerral, Katharine (North Central)
Morrison, Janet (South Central)
Muscat, Marietta (North Central)
Naf, Melissa (South Central)
Naismith, Nancy (South Central)
Noble, Bev (North Central)
Panteluk, Caroline (Central)
Plunkett, Georgina (North Central)
Qureshi, Nazli (North Central)
Sikora, Mary (North Central)
Silver, Brenda (North Central)
Stubbs, Yolande (Central)
Zielinski, Diane (South Central)

AOHNA 2003 MEMBERSHIP ROSTER