

## Notice to Membership

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**TO:** ANA-Michigan Membership

**FROM:** ANA-Michigan Bylaws Committee Chair: Vineta Mitchell  
Members: Nadia Farhat, Kechi Iheduru-Anderson, Suzanne Keep & Linda Taft

**DATE:** January 22, 2021

**RE:** 2021 Proposed Bylaw Amendments

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Submitted for membership consideration are the 2021 proposed bylaw amendments detailed on following pages. These proposed amendments include various clean-up items as well as substantive changes that reflect our ongoing commitment to this organization as it evolves.

Proposed amendments to the bylaws are presented in the order of suggested consideration:

- Amendment #1 – Change in categories of membership and dues structure (page 2-4)
- Amendment #2 – Revision of unexcused absence policy regarding the Board of Directors (page 5)
- Amendment #3 – Revision of unexcused absence policy regarding the committees (page 6)
- Amendment #4 – Revision of responsibilities of the Nursing and Health Policy Committee and the Legislative Committee (page 7-8)

These proposed amendments will be voted upon by the members at the upcoming virtual ANA-Michigan Membership Assembly on **March 24, 2021 from 12:30-1:30 PM.**

Please note: Proposed deletions are indicated with strikethrough and additions are indicated with underlined font. Any surface grammatical and/or spelling errors will be corrected in the final stages of reissuing bylaws, following any actions taken at this year's Membership Assembly.

## ANA-MICHIGAN 2021 PROPOSED AMENDMENT #1

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
<p style="text-align: center;">Article II Section 2. Qualifications</p> <p>b. ANA-Michigan may include in its membership the impaired nurse, in recovery, who has surrendered a license to practice.</p>	<p style="text-align: center;">Article II Section 2. Qualifications</p> <p>b. <del>ANA-Michigan may include in its membership the impaired nurse, in recovery, who has surrendered a license to practice.</del></p>	<p>The ANA-Michigan Board of Directors recommends membership categories to reflect the agreement with the American Nurses Association (ANA). ANA-Michigan needs to follow the ANA membership structure and comply with our agreement. The proposed changes promote membership of both ANA-Michigan and ANA and ensure alignment with ANA.</p> <p><b>See Attachment I for the included draft Member Dues Policy for reference.</b></p>
<p style="text-align: center;">Article II Section 3. Categories of Membership</p> <p>a. ANA-Michigan/ANA Membership</p> <ol style="list-style-type: none"> <li>i. An individual nurse. The annual dues for an ANA-Michigan member shall be established by the ANA-Michigan Annual Membership Assembly and includes the ANA portion of the dues as established by the ANA Membership Assembly.</li> <li>ii. An individual nurse who is a new graduate from a pre-licensure nursing education program may elect to pay 50% of the established dues.</li> <li>iii. An individual nurse who qualifies for one of the following categories may elect to pay 50% of the established dues: <ol style="list-style-type: none"> <li>a. 62 years of age or over and not employed.</li> <li>b. Totally disabled</li> </ol> </li> </ol> <p>b. ANA-Michigan-Only Members</p> <ol style="list-style-type: none"> <li>i. An individual nurse who lives or works in Michigan may join ANA-Michigan at the state level only. The annual dues for an ANA-Michigan-Only member shall be established by the ANA-Michigan Annual Membership Assembly and includes an administrative fee to ANA based on a contract between ANA-Michigan and ANA. The ANA-Michigan-Only member shall not be entitled to representation at the ANA Membership Assembly or other benefits of ANA membership.</li> </ol>	<p style="text-align: center;">Article II Section 3. Categories of Membership</p> <p>a. ANA-Michigan/ANA <u>Premier</u> Membership</p> <ol style="list-style-type: none"> <li>i. An individual nurse <u>who pays dues per the ANA-Michigan policy</u>. <del>The annual dues for an ANA-Michigan member shall be established by the ANA-Michigan Annual Membership Assembly and includes the ANA portion of the dues as established by the ANA Membership Assembly.</del></li> <li>ii. <del>An individual nurse who is a new graduate from a pre-licensure nursing education program may elect to pay 50% of the established dues.</del></li> <li>iii. <del>An individual nurse who qualifies for one of the following categories may elect to pay 50% of the established dues:</del> <ol style="list-style-type: none"> <li>a. <del>62 years of age or over and not employed.</del></li> <li>b. <del>Totally disabled</del></li> </ol> </li> </ol> <p>b. <del>ANA-Michigan-Only Members</del> <u>ANA-Michigan Standard Membership</u></p> <ol style="list-style-type: none"> <li>i. <del>An individual nurse who lives or works in Michigan may join ANA-Michigan at the state level only. The annual dues for an ANA-Michigan-Only member shall be established by the ANA-Michigan Annual Membership Assembly and includes an administrative fee to ANA based on a contract between ANA-Michigan and ANA. The ANA-Michigan-Only member shall not be entitled to representation at the ANA Membership Assembly or other benefits of ANA membership.</del> <u>An individual nurse who is working full or part time who pays dues per the agreement between ANA-Michigan and ANA.</u></li> </ol>	

## ANA-MICHIGAN 2021 PROPOSED AMENDMENT #1 CONTINUED

<p style="text-align: center;">Article II Section 4 Member Rights</p> <p>b. Each ANA-Michigan Only member shall have the right to:</p> <ul style="list-style-type: none"> <li>i. Receive an ANA-Michigan/State Only membership card and ANA-Michigan member periodicals and other communications;</li> <li>ii. Participate in the ANA-Michigan Annual Assembly and other unrestricted ANA-Michigan activities, but because they are not members of ANA they are not entitled to any of the rights of ANA membership status;</li> <li>iii. Be eligible to be a candidate for an ANA-Michigan elected and appointed positions with the exception of: <ul style="list-style-type: none"> <li>a. Nominations Committee</li> <li>b. Bylaws Committee</li> <li>c. Officer of the ANA-Michigan Board of Directors</li> <li>d. Representative to the ANA Membership Assembly</li> </ul> </li> </ul>	<p style="text-align: center;">Article II Section 4 Member Rights</p> <p>b. <del>Each ANA Michigan Only member shall have the right to:</del></p> <ul style="list-style-type: none"> <li>i. <del>Receive an ANA-Michigan/State Only membership card and ANA-Michigan member periodicals and other communications;</del></li> <li>ii. <del>Participate in the ANA-Michigan Annual Assembly and other unrestricted ANA-Michigan activities, but because they are not members of ANA they are not entitled to any of the rights of ANA membership status;</del></li> <li>iii. <del>Be eligible to be a candidate for an ANA-Michigan elected and appointed positions with the exception of:</del> <ul style="list-style-type: none"> <li>a. <del>Nominations Committee</del></li> <li>b. <del>Bylaws Committee</del></li> <li>c. <del>Officer of the ANA-Michigan Board of Directors</del></li> <li>d. <del>Representative to the ANA Membership Assembly</del></li> </ul> </li> </ul>	
<p style="text-align: center;">Article II Section 5 Member Obligations</p> <p>b. The ANA-Michigan-Only member shall have the obligation to:</p> <ul style="list-style-type: none"> <li>i. Uphold the bylaws of ANA-Michigan.</li> <li>ii. Abide by the Code of Ethics for Nurses as adopted by the ANA Membership Assembly.</li> <li>iii. Pay dues as required by ANA-Michigan.</li> <li>iv. Fulfill the requirements of an ANA-Michigan office or committee if elected or appointed.</li> </ul>	<p style="text-align: center;">Article II Section 5 Member Obligations</p> <p>b. <del>The ANA-Michigan-Only member shall have the obligation to:-</del></p> <ul style="list-style-type: none"> <li>i. <del>Uphold the bylaws of ANA-Michigan.</del></li> <li>ii. <del>Abide by the Code of Ethics for Nurses as adopted by the ANA Membership Assembly.</del></li> <li>iii. <del>Pay dues as required by ANA-Michigan.</del></li> <li>iv. <del>Fulfill the requirements of an ANA-Michigan office or committee if elected or appointed.</del></li> </ul>	

## ANA-MICHIGAN 2021 PROPOSED AMENDMENT #1 CONTINUED

<p style="text-align: center;">Article II Section 7. Dues</p> <p>a. ANA-Michigan annual dues shall be established by the ANA-Michigan Annual Assembly and shall include the dues payment required by the American Nurses Association for those who are members of both organizations. Increases in ANA dues shall be automatically passed through to ANA-Michigan Members who are also ANA Members, upon the effective date of the ANA dues increase.</p> <p>b. Annual dues may be changed by a two-thirds (2/3) majority vote of the Assembly at its annual meeting.</p> <p>c. No monies shall be refunded, or additional monies collected when a change in dues category is made within a membership year, including when an individual transfers membership to or from another C/SNA of the ANA.</p>	<p style="text-align: center;">Article II Section 7. Dues</p> <p><del>a. ANA-Michigan annual dues shall be established by the ANA-Michigan Annual Assembly and shall include the dues payment required by the American Nurses Association for those who are members of both organizations. Increases in ANA dues shall be automatically passed through to ANA-Michigan Members who are also ANA Members, upon the effective date of the ANA dues increase.</del></p> <p><u>a. The rate of dues for categories of membership shall be established by the dues policy adapted by the ANA-Michigan membership assembly and may be adjusted by the Board of Directors. Dues will be reviewed annually by the Board of Directors of the association and may be adjusted to reflect an increase or decrease at a rate not to exceed ten (10) percent of the ANA-Michigan member dues rate. The dues for a member of ANA-Michigan shall be for a membership year of twelve (12) consecutive months and shall be paid in accordance with current policy.</u></p> <p><del>b. Annual dues may be changed by a two thirds (2/3) majority vote of the Assembly at its annual meeting.</del></p> <p><u>c. b. No monies shall be refunded, or additional monies collected when a change in dues category is made within a membership year, including when an individual transfers membership to or from another C/SNA of the ANA.</u></p>	
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## ANA-MICHIGAN 2021 PROPOSED AMENDMENT #2

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
<p style="text-align: center;">Article V – Board of Directors Section 11. Absences</p> <p>a. An unexcused absence of an Officer or Director from three consecutive meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation.</p> <p>b. After two consecutive unexcused absences from meetings, notification in writing shall be sent to the absent Officer or Director, stating that an additional unexcused absence shall constitute an automatic resignation as an Officer or Director, as applicable.</p> <p>c. A resignation resulting from three consecutive unexcused absences may be appealed to the Board of Directors in accordance with its policies and procedures. The process for appealing such resignation will be consistent with Article II, Section 4, e.- h.</p>	<p style="text-align: center;">Article V – Board of Directors Section 11. Absences</p> <p><del>a. An unexcused absence of an Officer or Director from three consecutive meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation.</del></p> <p><del>b. After two consecutive unexcused absences from meetings, notification in writing shall be sent to the absent Officer or Director, stating that an additional unexcused absence shall constitute an automatic resignation as an Officer or Director, as applicable.</del></p> <p><del>c. A resignation resulting from three consecutive unexcused absences may be appealed to the Board of Directors in accordance with its policies and procedures. The process for appealing such resignation will be consistent with Article II, Section 4, e.- h.</del></p> <p>a. <u>Once 50% absenteeism from meetings absenteeism from two consecutive meetings during each twelve (12) month period has been reached, notification in writing shall be sent to the absent Officer or Director, stating that an additional unexcused absence shall constitute an automatic resignation as an Officer or Director, as applicable.</u></p> <p>b. <u>Absence of an Officer or Director from 50% of the total meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation.</u></p> <p>c. <u>A resignation resulting from absenteeism from more than two consecutive meetings or 50% absenteeism during each twelve (12) month period from meetings may be appealed to the Board of Directors in accordance with its policies and procedures. The process for appealing such resignation will be consistent with Article II, Section 4, e.- h.</u></p>	<p>The ANA-Michigan Board of Directors recommends that the Absences policy language be revised to reflect new terminology regarding allotted absences of board members. The new language would provide a clearer policy on attendance requirements.</p>

### ANA-MICHIGAN 2021 PROPOSED AMENDMENT #3

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
<p style="text-align: center;">Article VI – Committees Section 7. Absences</p> <p>Unexcused absence of a committee member from three consecutive meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation as a committee member. After two consecutive unexcused absences from meetings, written notification shall be sent to the absent committee member, stating that an additional unexcused absence shall constitute an automatic resignation as a committee member. A resignation resulting from three consecutive unexcused absences may be appealed to respective committee. The process for appealing such resignation will be consistent with Article II, Section 6.</p>	<p style="text-align: center;">Article VI – Committees Section 7. Absences</p> <p><del>Unexcused absence of a committee member from three consecutive meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation as a committee member. After two consecutive unexcused absences from meetings, written notification shall be sent to the absent committee member, stating that an additional unexcused absence shall constitute an automatic resignation as a committee member. A resignation resulting from three consecutive unexcused absences may be appealed to respective committee. The process for appealing such resignation will be consistent with</del> <del>Article II, Section 6.</del></p> <p>a. <u>Once absenteeism from two consecutive meetings during each twelve (12) month period has been reached, notification in writing shall be sent to the absent Committee member, stating that an additional-<del>unexcused</del> absence shall constitute an automatic resignation as an Committee member, as applicable.</u></p> <p>b. <u>Absence of a Committee member from 50% of the total meetings during each twelve (12) month period following election or appointment shall constitute an automatic resignation.</u></p> <p>c. <u>A resignation resulting from absenteeism from more than two consecutive meetings or 50% absenteeism during each twelve (12) month period from meetings may be appealed to the Board of Directors in accordance with its policies and procedures. The process for appealing such resignation will be consistent with Article II, Section 4, e.- h.</u></p>	<p>The ANA-Michigan Board of Directors recommends that the Absences policy language be revised to reflect new terminology regarding allotted absences of Committee members. The new language would provide a clearer policy on attendance requirements.</p>

## ANA-MICHIGAN 2021 PROPOSED AMENDMENT #4

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
<p style="text-align: center;">Article VI – Committees</p> <p style="text-align: center;">Section 5. Functions</p> <p>a. The Nursing and Health Policy Committee shall:</p> <ul style="list-style-type: none"> <li>i. Develop nursing and health policy initiatives related to ANA-Michigan’s Policy Platform.</li> <li>ii. Monitor and analyze nursing and health policy issues; collaborate with other health and nursing organizations in relevant nursing and health policy.</li> <li>iii. Educate and collaborate with public policy makers, relevant private and organizational policy makers.</li> <li>iv. Monitor and address nursing and healthcare regulatory policy issues.</li> <li>v. Recommend and refer policy issues requiring legislative action or initiative to the Legislative Committee.</li> <li>vi. Assume other responsibilities for health policy as provided for in these bylaws and in policies and procedures as established by the Board of Directors.</li> </ul>	<p style="text-align: center;">Article VI – Committees</p> <p style="text-align: center;">Section 5. Functions</p> <p>a. The Nursing and Health Policy Committee shall:</p> <ul style="list-style-type: none"> <li>i. Develop nursing and public health policy initiatives related to ANA-Michigan’s Policy Platform.</li> <li>ii. <del>Monitor and analyze nursing and health policy issues; collaborate with other health and nursing organizations in relevant nursing and health policy.</del> <u>Monitor, analyze and address nursing, healthcare regulatory and public health policy issues in collaboration with other nursing, regulatory and public health organizations.</u></li> <li>iii. <del>Educate and collaborate with public policy makers, relevant private and organizational policy makers.</del></li> <li>iv. <del>Monitor and address nursing and healthcare regulatory policy issues.</del></li> <li>v. <del>iii.</del> Recommend and refer policy issues requiring legislative action or initiative to Legislative Committee.</li> <li>vi. <del>iv.</del> Assume other responsibilities for health policy as provided for in these bylaws and in policies and procedures as established by the Board of Directors.</li> </ul>	<p>The ANA-Michigan Board of Directors recommends that the Functions language be revised to reflect enhanced description that differentiates and provides clarification to the functions of the Nursing and Health Policy Committee and Legislative Committee. The new language would provide more clear assignments of responsibilities of each committee.</p>

<p style="text-align: center;">Article VI – Committees Section 5. Functions</p> <p>b. The Legislative Committee shall:</p> <ul style="list-style-type: none"> <li>i. Develop or respond to legislation and initiatives related to ANA-Michigan’s Legislative Agenda and priorities.</li> <li>ii. Develop and recommend legislative priorities and positions (either pro-active or reactive) to the Board of Directors.</li> <li>iii. Educate and inform legislators regarding ANA-Michigan positions and proposed legislation. Identify potential legislative sponsors for introduction of desired legislation.</li> <li>iv. Inform the Board and organization members regarding urgent legislative action.</li> <li>v. Assume other responsibilities for legislation as provided for in these bylaws and in policies and procedures as established by the Board of Directors.</li> </ul>	<p style="text-align: center;">Article VI – Committees Section 5. Functions</p> <p>b. The Legislative Committee shall:</p> <ul style="list-style-type: none"> <li>i. <del>Develop or respond to legislation and initiatives related to ANA-Michigan’s Legislative Agenda and priorities.</del> <u>Identify and develop responses to legislation and initiatives related to ANA-Michigan’s Legislative Agenda and priorities.</u></li> <li>ii. <del>Develop and recommend legislative priorities and positions (either pro-active or reactive) to the Board of Directors.</del> <u>Identify and recommend legislative priorities, positions and/or actions to the Board of Directors.</u></li> <li>iii. Educate and inform legislators regarding ANA-Michigan positions and proposed legislation. Identify potential legislative sponsors for introduction of desired legislation.</li> <li><del>iv. Inform the Board and organization members regarding urgent legislative action.</del></li> <li><del>v.</del> <u>iv.</u> Assume other responsibilities for legislation as provided for in these bylaws and in policies and procedures as established by the Board of Directors.</li> </ul>	
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## **ATTACHMENT I**

### **I. POLICY TITLE: ANA-Michigan Member Dues Policy**

### **II. RATIONALE/PURPOSE:**

The purpose of this policy is to implement the amendment to ANA-Michigan bylaws adopted by the Membership Assembly on March 24, 2021, that allows dues to be established by the ANA-Michigan Board of Directors.

### **III. BACKGROUND:**

In 2013, the dues structure of ANA-Michigan included a national rate set by the American Nurses Association (ANA) (\$146), a state rate set by ANA-Michigan (\$112)

To test the notion that a \$258 price point was a deterrent to membership growth, in 2013, ANA launched a three-year pilot with six states, in which both the national and state associations agreed to reduce dues. This pilot was called the, Value Pricing Pilot (VPP), testing the price point of \$174. This pricing was very successful with the initial six state, that in 2016 ANA's Membership Assembly (MA) voted to extend the pilot for another three years. On March 1, 2017 ANA-Michigan entered the VPP as one of the additional sixteen states ANA extended the pilot in. In 2019, ANA's MA institutionalized value pricing as an opt in structure for all states. The \$174 dues amount would be split 50:50 for participating states.

Shortly after the ANA Membership Assembly made the above changes to its policies, the ANA-Michigan Membership Assembly voted to follow suit. On March 24, 2021, the ANA-Michigan bylaws were amended to remove references to the amount of dues, allow dues to be established by the ANA-Michigan board subject to certain limitations, and clarified that three former categories of membership were no longer available to nurses seeking to join ANA-Michigan. These changes are reflected in ANA-Michigan Bylaws.

### **IV. POLICY STATEMENT:**

The Board of Directors of ANA-Michigan hereby establishes the annual dues in accordance with ANA-Michigan Bylaws Article 2, Section 5:

All members renewing or new members joining after March 24, 2021, shall pay the following annual dues rate ("standard" rate; unless they elect Premier Member status):

<i>ANA portion</i>	\$87
<i>ANA-Michigan portion</i>	\$87
<b><i>Total Dues Amount</i></b>	<b>\$174</b>

Members electing Premier Member status will pay the tri-level rate established prior to implementation of the VPP (note: there may be restrictions on district dues pending finalization of ANA's dues policy):

<i>ANA portion</i>	\$146
<i>ANA-Michigan portion</i>	\$112
<b><i>Total Dues Amount</i></b>	<b>\$258</b>

## VI. PROCEDURE

- A. Once established by policy, the Board Shall review member dues annually.
- B. The annual dues for ANA-Michigan members shall include the ANA portion of the dues as governed by the agreement entered into between ANA-Michigan and ANA-Michigan.