

# Time to Say Goodbye - For Now!

**Even after decertification, FNA remains committed to supporting you.**

At the end of the 2023 Florida Legislative Session, Governor DeSantis signed into law SB 256 and HB 1445, the "Employee Organizations Representing Public Employees" bill. These bills state that if an elected labor organization cannot maintain 60% of its eligible members in a bargaining unit, the organization will be decertified when its annual PERC certification expires. Additionally, the state will no longer collect dues from members' paychecks, and audited financial statements must be submitted with the annual PERC filing.

The Florida Nurses Association (FNA), OPEIU, Local 713, AFL-CIO's PERC certification expires on July 27, 2024. By the time you read

this article, we will no longer represent the Professional Healthcare Unit for State of Florida Employees or the nurses at Florida State University, where we do not meet the required 60% membership threshold. However, we will continue to represent the bargaining unit at Florida International University.

The State of Florida's "Right to Work" policy presents challenges for labor organizations. It can weaken a labor organization because employees might opt to receive benefits without contributing financially. Despite this, the FNA and OPEIU, Local 713, AFL-CIO, have proudly represented the Professional Healthcare Unit for over 40 years, celebrating victories and persevering through challenges. Since joining in November 2016, I've had the pleasure of

meeting many incredible and professional healthcare employees. Some have become friends, and I cherish those relationships.

Please know that FNA continues to support you in your nursing practice, even though the Florida State Legislature will decertify your Bargaining Unit contract. FNA remains your professional Nurses Association, the only association representing all nurses in the state of Florida. FNA is here to fight for your professional needs, even without a Bargaining Unit. Together, let us continue to support public health practice in Florida! ■



**John Berry**  
Director of Labor Relations

# Bridging the Gap: Supporting New Nurses in their Transition from Student to Professional

By Aminah Johnson, BSN, RN, Director - New Graduates, Florida Nurses Association

Transitioning from student to professional nurse is an exciting yet critical phase in a new nurse's career. This shift involves moving from a structured educational environment into a vigorous, real-world clinical setting, demanding adaptability, enhanced skills, and professional judgment. The change is challenging as new nurses must quickly adapt to the responsibilities and pressures of their role while continuing to develop their clinical skills and professional judgment under a newly obtained license, unlike their structured environment in nursing school. Therefore, to support new graduate nurses, initiatives such as new graduate nursing boot camps and the promotion of residency programs create a smoother transition to practice for new nurses.

The Florida Nurses Association is a key

player in supporting early-career nurses. We are currently developing a nursing boot camp initiative to assist new graduate nurses in their transition to professional roles. This comprehensive program will feature in-person, hands-on activities and online scenarios to foster critical thinking. By bridging the gap between academic education and real-world practice, FNA addresses the challenges new nurses face as they enter the workforce.

Residency programs, offered by many hospital organizations, are another valuable resource for new graduate nurses. These programs facilitate a culture of continuous learning and provide new nurses with the guidance of a preceptor as they develop their nursing practice. The benefits of residency programs are manifold, including

structured orientation, clinical skills training, mentorship through preceptorship, and a boost in confidence for independent practice.

In conclusion, transitioning from student nurse to professional nurse is a significant step that requires substantial support and preparation. FNA supports this transition and is a robust resource for new nursing graduates. New graduate nursing boot camps effectively benefit new graduates in their transition between education and practice, providing new nurses with the skills, confidence, and professional connections needed to succeed in their roles. ■

