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Missouri

Minutes



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The Missouri Society of
Radiologic Technologists

organized
1931

MISSOURI MINUTES

Official Publication

Vol. 34

"To Live and Grow
And Grow Better"

Fall, 1974

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From The

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President's Desk

You have indeed honored me by electing me as your new president for the coming year. I would like to reflect just briefly on a statement President Kennedy made in his inaugural address. "There is an old Chinese proverb saying that each generation builds a road for the next. The road has been built for us, and I believe it is incumbent upon us, in our generation, to build our road for the next."

Yes, we have begun on our long road to state licensure. The Board was given a mandate by the membership to seek sponsorship and counsel. The intent of any bill submitted must include no compromise in the areas of minimum educational training for licensed ionizing radiation technologists and retain the original purpose clause of the bill, protection of the consumer.

The Missouri Society of Radiologic Technologists needs each and everyone of you to rebuild "our road". Only by your support and active participation can we be successful.

The Education Committee already has a management seminar planned for January in Kansas City, Mo.. Another seminar is planned for April in Columbia.

We are planning a fantastic membership drive, prizes and all. The Membership Committee will need all the help you can give. More information to come on the membership drive.

The Missouri Minutes can be a real reference for everyone. I do hope you will participate and provide information for publication. The Missouri Minutes is your source of information as to what is happening in other areas, be sure to expand on doings in your district.

There is so much to do. We need each and everyone of you. "Others may hesitate, and others may procrastinate, but as for me I am ready to have the road started for the next generation. And for my action I am ready to answer to my conscience, my country, and my God."

Sharon Eisterhold, R.T.
President, MSRT

I N M E M O R I A M

Whereas, CHARLES ANDERSON, R.T., was a pioneer in the field of Radiologic Technology and made a major contribution toward the promotion of education in Radiologic Technology; and

Whereas, Charles Anderson was a charter member of the Missouri Society of Radiologic Technologists and served that organization in many capacities; and

Whereas, the membership of the Missouri Society of Radiologic Technologists recognize that his death caused a great loss to M.S.R.T. and his family,

Be it resolved: that the members in attendance at this forty-second annual meeting of the M.S.R.T. stand in a moment of silence as a token of memory of our beloved and deceased member;

Be it further resolved: that a copy of this resolution be forwarded to his widow and family as an expression of sympathy.

President M.S.R.T.

Ashron L. Eisteckoll, R.T.

Secretary M.S.R.T.

Marie C. Backey R.T.

EDITORIAL

A few weeks ago a number of us were fortunately able to attend the annual MSRT convention in Cape Girardeau. At this meeting a legislative bill was proposed that would require state licensing of persons who apply ionizing radiations to human beings.

Whenever this bill is passed into law, it will give to radiologic technologists additional status, a still closer approximation to the coveted recognition among our colleagues and the public as a professional. The possibility of such events occurring in the near future should give us pause for thought on the nature of a professional. In the words of a wise man of the 13th century, we ought to be careful to be what people think we are.

Certainly, we do qualify as professionals in that we have learned a specific body of knowledge which can be used to render service to others. The name of professional, however, also places demands on us to continue to learn in this age of expanding knowledge in technology and human sciences. The attitudes of many technologists as displayed in lack of attendance at continuing education lectures leads us to be somewhat suspicious of their sincerity in maintaining their professional integrity.

Indeed, the same attitudes appear to be present in college students today. In a recent issue of a college newspaper, the Dean stated that the grade point average for the semester honor roll is being raised from a 3.0 to 3.3. The reason, he stated, is that students are making higher grades; 3.0 has become a national average grade and the honor roll is supposed to show academic excellence. The reason for the higher grades reflects a change in attitude. Students are not working harder to achieve higher grades but are putting pressure on the faculty to give higher grades for less work.

It seems that this trend toward greater recognition and greater pay for lower excellence is an attitude against which we must guard. If we want to be truly worthy of the name of a professional we must actually work to maintain and expand our competence, not just appear to do so.

PROGRESS OF LICENSURE COMMITTEE - November 15, 1974

1. Irv Bruggeman of St. Louis called and said he was in contact with Dr. Gunther Schmidt of the Missouri Dental Association. He explained Dr. Schmidt was unaware any standards of control of ionizing radiation were even being considered.

11-01-74 from Irwin B. Dr. Schmidt was happy we were concerned with them and especially the para-dental people. Although they are now protected by the Missouri Dental practice act which does permit para-dental people to use ionizing radiations, he will be happy, or will have someone, to attend a meeting on a proposed bill.

2. Mary Sebacher of Columbia called and said Marge Tolan was very interested in the bill and she knew a Mr. Morgan who is an internationally known physicist and he could be very valuable to us when the bill goes into debate. She also stated she is trying to contact Ralph Nader as he is talking to the student group at the University of Columbia and the students were very interested in helping push this bill.
3. Sharon Eisterhold of Jefferson City called and said Clair Vincent was making contacts with the Missouri Hospital Association and the Missouri Medical Association. He is very familiar with the legislative process and knows most of the lobbyists. He wishes to help in any way he can.
4. Bob Rein called saying Donna Milam of General Hospital in Kansas City would consider being representative of District I to the State Board of Directors. She is very interested in this bill and should be a very willing worker for its cause. Bob Rein also said Sharon Burgeons of the Dental School, in Kansas City, who is a former employee of his, is interested in the bill and may be able to give considerable help with it, in contacts with the Dental School and such.
5. On October 17, Bob Rein, Donna Milam and Merlin Heinselman of Kansas City visited District 3 in Jefferson City. They discussed the licensure bill and answered questions to some length. They were happy to see such a good turnout for the meeting.
6. October 21, Dennis Umfleet of the Cape called and said he had been in contact with 60% of the registered therapy technologists in the state and they were in favor of our bill. (Continued next page)

7. October 25th, I talked to Mike McMasters of Springfield. He said he was working with the newspapers in his area. They had copies of the publicity articles from the meeting in the Cape and were doing some research for future articles.
8. October 28th, Gary Brink of St. Louis is writing publicity articles for the newspapers throughout the state. What is a radiologic technologist? What is the essence of the bill we are proposing?
9. Sharon Eisterhold of Jefferson City has had further contact with Senator Cason, Royal Cooper of the Missouri Medical Association and Cullen Coyle of the Missouri Hospital Association. Senator Cason reiterated his stand of being realistic and said we had better work out some problems with the Missouri Hospital Association and/or the Missouri Medical Association if we wanted to get the bill to committee.
10. Each district has been sent a list of the representative districts in their area and the name of each representative. We must keep in mind, as of January 1, some of these representatives will change.

Merlin Heinselman, Chairman
Licensure Committee

C O M I N G E V E N T S

MANAGEMENT SEMINAR: Jan. 17-18, 1975, sponsored by the Committee of the MSRT. This will be a working seminar, so anyone planning to participate should come prepared to give as well as to receive. Information will be mailed to you by December 1st. To be held at Baptist Memorial Hospital, Kansas City, Mo.

SEMINAR FOR RADIOLOGIC TECHNOLOGISTS: April 18-19, 1975, sponsored for the fifth consecutive year by the Education Committee of MSRT. The program will include technical subjects, education, continuing education, and the latest report of the Licensure Committee. Details will be published in the next issue of Missouri Minutes. To be held at the Hilton in Columbia, Mo.

(COMING EVENTS continued next page)

2nd ANNUAL MEETING OF THE AMERICAN HOSPITAL RADIOLOGY ADMINISTRATORS (Southwest Region): If you are involved in some aspect of supervision of a Radiology Department, mark your calendar now and plan to attend. The meeting will be held in St. Louis, Mo., either the 1st or 2nd weekend of May, 1975. Please watch for more information in the next issue of this journal or contact one of the following:

Mr. Robert Wagner or Mr. Armand Diaz
Mallinckrodt Institute of Radiology

Sr. Lenita Moore
St. Mary's Health Center

NEWS ITEM

Twenty-four students took the first mock registry examination which was administered by the Education Committee of the MSRT at the annual convention in Cape Girardeau on October 10, 1974. The attitude and interest of the participants was very gratifying.

All technologists are encouraged to consider sending several questions for possible use in future examinations. Please send these questions to Mary Sebacher, R.T., University of Missouri Medical Center, Columbia, Mo. 65201.

EMPLOYMENT PLACEMENT BUREAU

The Board of Directors of MSRT has decided to attempt to provide an additional service to the membership in the establishment of an Employment Placement Bureau. Each district representative is charged with informing technologists of this service.

Interested technologists may send a resume of their qualifications to the Counselors who will compile and distribute the information to prospective employers. To prevent the Counselors' files from becoming overloaded and to keep the list current, the resume will be discarded

(Continued next page)

after 30 days, unless a request has been received to keep it.

Members wishing to use this service are asked to follow the format below in writing their qualifications:

RESUME' OF:

EDUCATION: 1970 Graduated, Downing Memorial Hospital
School of Radiologic Technology
Anytown, Mo. Zip

1971-74 Valley Community College - 30 hrs. credit.

CERTIFICATION: American Registry of Radiologic Technologists
Issued certificate #64917, May, 1970.

WORK EXPERIENCE: 1972 Staff Technologist, Hightower
Community Hospital, Anytown, Mo. Zip

1970 Staff Technologist, Crescent
Hospital, Anytown, Mo. Zip

PROFESSIONAL MEMBERSHIP & OFFICES HELD:

1972 Secretary, District 9, Missouri Society of
Radiologic Technologists.

1970 Member, District 9, Missouri Society of
Radiologic Technologists.

Member, Mo. Society of Radiologic Technologists.

WORK REFERENCES: Dr. John Adams (914) 333-3333
Hightower Community Hospital
Anytown, Missouri Zip

Howard Doe, R.T. (914) 666-6666
Chief Technologist
Crescent Hospital
Anytown, Missouri Zip

The Associate Executive Director of the Missouri Hospital Association and the President of the Missouri Radiological Association have been notified of this service and have stated that they would inform their membership.

The Counselors to whom the information should be sent are:

Darrell McKay, R.T. (Eastern Counselor)
University of Missouri Medical Center
Columbia, Missouri 65201

Wiley Beals, R.T. (Western Counselor)
St. Johns Medical Center
Joplin, Missouri

NEWS NOTES FROM YOUR REGIONAL DIRECTOR

Judy Basart, R.T., A.S.R.T. Director, Region V

THE RADIATION HEALTH AND SAFETY ACT of 1974 has been attached to S2994, a bill relating to Comprehensive Health Planning the Health Facilities Construction act. It has been reported out of the Senate Committee and will probably be heard during the lame duck session of Congress to begin on or about November 11.

DUES INCREASE WAS RATIFIED by the total membership as were all of the other by-laws changes voted upon.

ASRT EXHIBIT RULES have been revised and updated. They will be published in the JOURNAL. If you need a copy before then, contact me.

AUGUST MEMBERSHIP REPORT reveals a total of 12,853 technologists in the ASRT.

EVIDENCE OF CONTINUING EDUCATION, WHAT, when, how and where, will be published in the JOURNAL. Your president, counselor, and Regional Director have a copy if you wish to contact them for it.

BRODEUR COURSE MATERIAL has been made available to your Regional Director for demonstration use at hospitals and meetings. If you are interested, contact me immediately.

ARKANSAS SOCIETY held its Annual Fall Seminar October 4 & 5 at Jonesborough with a registration of approximately 65.

DON GRACE, former ASRT Regional Director is to be honored posthumously, by the establishment of a Memorial Lecture in his name at the Kansas Society Annual meeting.

IOWA SOCIETY held its Annual Convention in Keokuk, September 12, 13, and 14. JoAnn Horsfield, of Dubuque, was installed as their new president.

CLAIR VINCENT was honored by the Missouri Society with a Life Membership at their annual meeting held in Cape Girardeau October 9, 10 and 11.

NEBRASKA SOCIETY conducted its Annual Fall Seminary in Omaha October 18 and 19.

KANSAS SOCIETY'S ANNUAL SYMPOSIUM was held at Wichita State University October 3 & 4.

VOLUNTEERS NEEDED to help plan a Regional Meeting. I have had some expressions of interest from around the region. Let me hear from the rest of you.

Minutes of the Forty-Second Annual Convention

The First Business Session of the 42nd Annual Convention of the Missouri Society of Radiologic Technologists was called to order by the President, Ron Ott, on Wednesday morning October 9, 1974, at 9:30 a.m. in the Holiday Inn, at Cape Girardeau, Missouri.

A quorum was established. The following persons gave greetings to the assembly following the singing of the song "The Star Spangled Banner" by Ken Barrett.

Judy Foeste, General Convention Chairman
Dr. J. A. Chapman, Cape County Medical Society
Judy Basart, Region 5 Director of the ASRT Board of Directors

Darrell McKay, Chairman of the MSRT Board of Directors, responded to the greetings.

The President introduced the Officers and Board Members of the MSRT and appointed the Sergeants-at-arms.

Judy Foeste announced changes in the program and the program was approved as amended. Judy moved that the printed Convention Rules for Procedure be approved. Ulysses Murray seconded and motion carried.

Norman Hente assumed the Chair and introduced the President, Ron Ott, who gave the annual presidential address.

Minutes of the MSRT 41st Annual Convention were approved as printed in the Missouri Minutes (April 1974).

The Chair instructed Darrell McKay, Chairman of the Board, Judy Foeste, General Convention Chairman, and Dwayne TerMaat, Chairman of the Tellers to obtain the ballots from the reserved box at the Farmers and Merchants Bank, Cape Girardeau, Mo. The report of the tellers will be given at the business session Thursday afternoon.

Bob Rein, Chairman of the Licensure Committee, presented the proposed licensure bill page by page to the assembly to inform them of the changes which had already been made in the printed Draft II of the bill. Much time was spent in a thorough discussion of the bill as to its intent, who it would include, and other pertinent information.

The first business session was recessed at 12:15 p.m. until 2:15 p.m. Thursday.

(Continued next page)

Minutes of the Forty-Second Annual Convention

The Second Business Session was called to order on Thursday, October 10, 1974, at 2:15 p.m. by Ron Ott. A quorum was established.

Darrell McKay moved that the Board recommendation that Clair Vincent be honored with a Life Membership Certificate in the MSRT be approved by the assembly. Motion carried.

Dwayne TerMaat, Chairman of the Nominating Committee, gave the report of tellers as follows:

Number of ballots mailed to active members	255
Number of ballots returned	134
Number of invalid ballots	10
Number of valid ballots	124

Dwayne recommended and moved to adopt the motion that in subsequent years a standardized resume' be used and sent to all nominees for MSRT offices. Motion carried.

The following officers were declared elected for the year 1974-75:

President Elect:	Merlin Heinselman
Vice President:	Mary Sebacher
Secretary:	Marie Bockey
Treasurer:	Judy Foeste

Phyllis McEnerney moved that the Secretary hold the ballots for thirty days and then destroy them. Motion was seconded and motion carried.

Dwayne TerMaat gave the recommendations for ASRT Counselors as follows:

Eastern Counselor:	Terry Karch Darrell McKay
Western Counselor:	James Roach

Wiley Beals was nominated from the floor for Western Counselor.

Sharon Eisterhold was nominated from the floor for Delegate to the ASRT Convention, and Merlin Heinselman and Jean Detring were nominated from the floor for Alternate Delegate position to the ASRT Convention.

Mike McMasters, Convention City Committee Chairman,
(Continued next page)

Minutes of the Forty-Second Annual Convention

recommended that the MSRT accept the Third Districts invitation to host the 1976 MSRT Convention and moved that we accept this offer. Motion carried.

All other reports were distributed and approved as printed.

Bob Rein stated that he had found 24 to 30 used view boxes that will be purchased with the funds appropriated to the Board for this purpose at the 41st MSRT Convention.

Darrell McKay, Chairman of the Board, stated that there were no proposed Resolutions and Bylaws changes to be considered.

Sharon Eisterhold presented the 1974-75 proposed budget to the assembly in its revised form as it is to appear printed in the Missouri Minutes and moved to adopt the budget. (See page #17.)

Darrell McKay reported that the Board had set up a Job Placement Bureau and urged everyone to use it, and that even with a 100% increase in dues the membership rolls had not had a significant decrease. The Board has authorized the new President to appoint a Historian. Darrell stated the Board recommendation to discontinue the position of Executive Secretary in a motion. Motion carried. In concluding the Board Report, Darrell recommended the position statement, adopted by the Board, to the assembly concerning collective bargaining. The statement adheres very closely to the one adopted by the ASRT. (See page #15). Motion carried.

Dwayne TerMaat gave the report of tellers as follows: Eastern Counselor - Darrell McKay; Western Counselor - Wiley Beals; Alternate Delegate to the ASRT Convention - Merlin Heinselman; and Sharon Eisterhold was elected as Delegate to the ASRT Convention by acclamation.

The second business session recessed at 3:00 p.m. until 1:30 p.m. on Friday.

The Third Business Session was called to order on Friday, October 11, 1974, at 1:30 p.m. by Ron Ott. A quorum was established.

Clair Vincent lead the assembly in a few moments of silence in memory of Charles W. Anderson, R.T.

No old business was brought forth.

(Continued next page)

Minutes of the Forty-Second Annual Convention

The Board was charged to prepare and send a resolution of sympathy to the family of Charles W. Anderson and also to print it in the Missouri Minutes. (See page #4).

Bob Rein assumed the Chair to present the Board's stand on the proposed licensure bill. The Board did not feel that the statement of intent or the minimum standards of education could be compromised on. After thorough discussion, many questions, and answers, Orvil Sikes moved that the Board be given the authority to move forward with this bill, to make whatever changes are needed, and due to the shortness of time between now and December 1, 1974-that we give them another year to work on it or the necessary time needed. Jerome Tolson seconded.

Pat Voss amended the motion on the floor to be altered to read that the bill will be submitted by December 1, 1974. A second came from Kenneth Tuter. The amendment was defeated in a standing vote.

Gary Brink then amended the original motion striking the clause that we give them another year to work on it from the original motion and adding provided however, that any bill ultimately submitted to the State Legislature shall include no less than (1) an express statement of minimum standards of education and training equivalent to the standards adhered to by the American Registry of Radiologic Technology, (2) that the bill shall retain the original purpose clause as stated in the Declaration of Policy and Statement of Purpose of Draft II of the Missouri Licensure Proposal, (3) that the bill shall be expanded to include standards of licensure of the Nuclear Medicine and Radiation Therapy Technologists, provided that a favorable consensus of their respective memberships can be obtained, (4) that the bill shall also include a provision allowing for a limited license for Para-dental personnel. Motion was seconded by Dale Crouch and motion carried.

The third business session was recessed at 4:40 p.m.

Ron Ott welcomed guests and made various presentations, in appreciation for jobs well done, at the Candlelight Banquet.

Prizes were awarded to Student Exhibitors as follows: 1st prize for "More Than a Mouthful" by Mary Wilson from Baptist Memorial Hospital, Kansas City, Missouri; 2nd prize for "How Old is Your Wrist" by Bonita Zeigler from University of Missouri Medical Center, Columbia, Missouri; and 3rd prize for "I've Reached the End of the Line" by Petra Weigh from Baptist Memorial Hospital, Kansas City, Missouri.

(Continued next page)

Minutes of the Forty-Second Annual Convention

Judy Basart officiated at the installation of officers during this evening event. Sharon Eisterhold, the newly installed President formally closed the 42nd Annual Convention of the Missouri Society of Radiologic Technologists.

Donna D. Cassell, R.T.
MSRT Secretary

THE MSRT POLICY STATEMENT REGARDING COLLECTIVE BARGAINING

In the past, collective bargaining with employers was considered incompatible with the Society's concept of professionalism. However, recognizing the needs of the membership, the Society has taken a more realistic and effective stand on economic security and advancement. In addition to seeking improved salaries, working conditions and fringe benefits, the Society finds it necessary to combat the everincreasing threat of labor union activity across the country.

In recognition of these problems, therefore,

1. The Society advocates education in professional affairs for those persons who consider taking action in that area and will strive to provide such education for its members.
2. The Society recommends the use of professional labor-relations consultation. This consultation is available through the MSRT to its members who find it necessary to take collective action, and also through the ASRT.

In activity of this nature, the Society encourages its members to uphold the professionalism of technology and to remember, as all professionals in the health care field must, that the welfare of the patient is their prime concern.

M.S.R.T. BOARD OF DIRECTORS

ANNUAL REPORT 1973-74

As Chairman of the Board of Directors of the M.S.R.T. it is my duty to report to you, the membership, the progress the Board has made this past year; and to make whatever recommendations necessary to meet the goals set by the Missouri Society.

I would like to comment again on some subjects that have already been outlined to you in Mr. Ott's Presidential Message.

First, I would like to commend our President, Mr. Ott, for doing an outstanding job since the resignation of David Blackwell last January. Mr. Ott has provided the energy, guidance and leadership that the Missouri Society has needed these last few months.

Next, I would like to commend you, the membership, for standing behind your Society this past year. In theory, whenever an organization raises its dues by 100% there should be about a 50% attrition rate the following year. I am very happy to report to you that because you were concerned and cared about your society, this did not happen. In fact, at this time we have the same amount of membership we did this time last year. We couldn't have done it without your help and support.

Last year you charged the Board to draft a licensure bill. I am happy to report that this charge has been carried out. We have a bill ready for your approval and comments later in this meeting.

For the last two years the Board has been studying the feasibility of having an Executive Secretary. After using this position for the past two years and getting Sister Francita's feeling about the job, the Board has decided to recommend to the membership that this position be discontinued at the present time.

Finally the Board, after seeking counsel in the area of Professional Affairs, feels that in order to protect the M.S.R.T. from being trapped in the middle by the possibilities of unionization of Radiologic Technologists in the state, would like your approval of the following policy statement regarding collective bargaining: (See Page #15)

Darrell McKay, R.T., Chairman
Board of Directors, M.S.R.T.

NOTICE

From Placement Service M.S.R.T.

IMMEDIATE OPENING FOR THREE STAFF TECHNOLOGISTS.

MUST BE REGISTERED (A.R.R.T.).

If interested, please contact:

Darlene Cotner, R.T.
Southeast Missouri Hospital
1701 Lacey
Cape Girardeau, Mo. 63701

PROPOSED BUDGET July 1, 1974 to June 30, 1975

INCOME

	<u>ACTUAL</u>	<u>PROJECTED</u>
DUES	\$1,175.50	\$2,400.00
INVESTMENTS		80.00
ANNUAL MEETING		400.00
ADVERTISING <u>MO. MINUTES</u>		<u>100.00</u>
		\$2,980.00

EXPENDITURES:

Operating Expenses;

Miscellaneous	\$ 60.00
Bonding Insurance for Treasurer	10.00
Printing and Stationary	200.00
Affiliate Society By-Laws	<u>60.00</u>
	\$330.00

Board of Directors:

President	\$250.00
Other Officers	150.00
Other Board Members	<u>100.00</u>
	\$500.00

Committees:

Education	\$100.00
Licensure	500.00
Membership	150.00
Nominating	100.00
Professional Affairs	<u>100.00</u>
	\$950.00

Sante Memorial Lecture	\$ 50.00
Public Relations	50.00
Student	<u>50.00</u>
	\$150.00

Other Disbursements:

<u>Missouri Minutes</u>	\$500.00
Delegate to A.S.R.T. Convention	<u>300.00</u>
	\$800.00

TOTAL	\$2,730.00
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TREASURER'S REPORT

October 6, 1973 to October 1, 1974

Balance brought forward October 6, 1973

\$3,202.6

INCOME:

1973 convention	\$1,278.19
Active member dues and renewals	2,129.00
Associate member dues and renewals	370.00
Student member dues and renewals	451.50
In-active member dues and renewals	70.00
Overpayment of dues	36.00
Savings account interest	217.18
Donations to seminar hospitality room	60.00

TOTAL INCOME

\$4,611.8

EXPENDITURES:

Sister Francita Barringhaus (postage-xerox)	41.00
Phyllis McEnerney (phone calls)	47.72
Darrell McKay (phone calls)	32.23
Tech. Ed., U. of Mo. (stapling-Mo. Minutes)	15.35
Rollins-Vandive-Diggs Inc. (bonding Ins.)	10.00
Phyllis McEnerney (phone calls)	80.00
Mary Sebacher (rubber stamps)	10.82
Robert Rein (phone & pen set for Reg. Dir.)	34.63
A.S.R.T. (100 copies of bylaws)	10.00
Mary Sebacher (postage)	6.00
St. Johns (overpayment of dues)	9.00
Refund of dues	17.00
Robert Duff (overpayment of dues)	4.00
Darrell McKay (phone)	19.51
Judy Foeste (convention advance)	200.00
Mary Sebacher (phone & postage - seminar)	17.54
Mary Sebacher (seminar from donations)	30.00
Ron Ott (postage)	10.00
A.S.R.T. (400 copies of bylaws)	40.00
Pepper Mill Rest. (board meeting)	2.85
Dwayne TerMaat (postage - nominations)	25.00
Mary Sebacher (seminar from donations)	30.00
Mary Sebacher (postage - renewals)	50.00
Rick Chavez (postage - Mo. Minutes)	64.00
Jr. College District of St. Louis (duplicating Mo. Minutes)	76.70
Refund of dues	6.00
Darrell McKay (phone)	42.55
Sister Heath (overpayment of dues)	1.00
Sister Francita Barringhaus	21.55
Rabbitt, Rabbitt, & Dickerson	150.00
Robert Feldhaus (Professional Affairs)	50.00
Phyllis McEnerney (phone)	11.40

(Continued next page)

EXPENDITURES CONT.:

Ron Ott (phone & postage)	19.00
Joseph M. Pulay Printers	73.15
Sister Francita Barringhaus (Exec. Sec.)	270.00
A.S.R.T. (Reg. fee for State rep. to A.S.R.T.)	77.00
Darlene Cotner (overpayment of dues)	4.00
Robert Duff (overpayment of dues)	2.50
Shipley (overpayment of dues)	1.00
Mary Sebacher (postage)	10.00
Check returned - insufficient funds	10.00
Mary Sebacher (postage)	25.00
Refund of dues	3.50
Palazzolo (student to A.S.R.T. meeting)	100.00
Breedlove (overpayment of dues)	20.00
Sister Francita Barringhaus (Exec. Sec.)	60.00
Schleipman (overpayment of dues)	1.00
Ron Ott (Repr. to A.S.R.T. meeting)	123.00
Ron Ott (phone)	8.75
Judy Foeste (board meeting)	3.00
Joseph M. Pulay Printers	21.95
Check returned - insufficient funds	10.00
Mary Sebacher (postage)	10.00
Brown (overpayment of dues)	10.00
Hearnes Printing	48.50
Robert Rein (postage - Licensure Committee)	300.00
Sister Francita Barringhaus (Exec. Sec.)	90.00
Robert Ronecker (overpayment of dues-4th dist.)	5.00
V.I.P. Quick Copy Service (Mo. Minutes)	122.05
Hayden (overpayment of dues)	5.00
Ron Ott (phone & postage)	25.80
Robert Ronecker (overpayment of dues-4th dist.)	5.00
Zuccarello (overpayment of dues)	5.00
Joseph M. Pulay Printers	20.45
Allen's Flowers	11.60
Dwayne TerMaat (envelopes & postage)	<u>32.48</u>

TOTAL EXPENDITURES

\$2,699.58

Balance on hand October 1, 1974

\$5,114.90

Submitted on the 9th day of October, 1974

Mary Sebacher, Treasurer
M.S.R.T.

EASTERN COUNSELOR REPORT: 1973-74

During the past year my main goal was to increase our membership in our Society among the Registered Technologists of Missouri as well as recruit new hopefuls into the field of Radiologic Technology. My hope was to be placed in the majority group rather than the minority with better representation. This was somewhat of a disappointment, but not a total loss. One of my biggest problems was the lack of communication with the A.S.R.T. Office. After several letters, I am happy to report that Mrs. Polly Story, R.T. the immediate past president has been appointed by the A.S.R.T. Board as a source of communication.

I had made up several personal letters to be sent to the newly registered Technologists in the hope that someone from the State might be able to reach them and get them interested in the Societies. Then to my disappointment, I learned that a list of the new Registrants is no longer sent to the Counselors.

I mailed letters of encouragement to the "Drop outs" from our Society when I received the list from the A.S.R.T. Office. I am happy to report that several of these drop outs did renew their membership.

Upon request I obtained information about the requirements and also applications which were distributed to several high school students and junior college students with an interest in the Radiologic Technology Field. I was also able to give some information to our local students during Career Day. It makes me happy that some of these are now enrolled in schools either in Cape Girardeau or St. Louis.

Job Placement Services is a first attempted this year by the Counselors from Missouri with the hope that if properly utilized, this program will be of great service to both the Hospitals and Technologists.

NOTE: To the Student now wondering if the time spent in training is worthwhile, I would like to report that in almost every case, the letters received from both in and out of state have been from employers looking for technologists rather than technologists looking for employment. (The demand is still greater than the supply).

Support your societies in every way possible and we will grow stronger every year. As your counselor, I recommend that you get involved. If you do not agree with policies, please do not drop out; join the rest of the membership and do something about them.

Jean Detring, R.T.
Counselor, A.S.R.T.
Missouri Society of
Radiologic Technologists

WESTERN COUNSELOR REPORT: 1973-74

I have received printouts concerning ASRT membership. In March I mailed reminders to twenty-four members in the western half of Missouri that have not yet paid their 1973 dues, encouraging them to do so, so their membership will not be interrupted.

I have forwarded the names of new ASRT members from Missouri to our state treasurer to keep her informed.

To provide better service to its' members the Missouri Society of Radiologic Technologists is establishing an employment placement bureau. The representative from each district is charged with gathering needed information and passing it on to the counselors for assimilation and distribution to prospective employers.

To prevent files of the counselors from being overloaded, and to keep the listing of individuals current, the resume will be kept for 30 days, then discarded unless a request has been received to keep it current.

To provide consistency in information relayed to prospective employers, members wishing to use this service are asked to follow the guideline below.

RESUME OF: John Q. Doe
1111 Quincy
Anytown, Missouri Zip
(816) 222-2222

EDUCATION:

1970 Graduated Downing Memorial Hospital
School of Radiologic Technology,
Anytown, Missouri Zip.

1971-74 Valley Community College-30 hours credit

CERTIFICATION: American Registry of Radiologic Technologists Issued certificate #64917,
May 1970

WORK EXPERIENCE:

1972 Staff Technologist, Hightower Community
Hospital, Anytown, Missouri

1970 Staff technologist, Crescent Hospital,
Anytown, Missouri

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PROFESSIONAL MEMBERSHIPS AND OFFICES HELD:

- 1972 Secretary, District 0, Missouri Society of Radiologic Technologists.
- 1970 District 9, Missouri Society of Radiologic Technologists.
- Missouri Society of Radiologic Technologists.

WORK REFERENCES:

- Dr. John Adams (914) 333-3333
Hightower Community Hospital
Anytown, Missouri Zip
- Howard Doe, R.T. (913) 666-6666
Chief Radiologist Technologist
Crescent Hospital
Anytown, Missouri Zip

The Associate Executive Director of the Missouri Hospital Association and the President of the Missouri Radiological Association have been notified of this service and have stated they would inform their membership. I have contacted the President of the District Missouri Society of Radiologic Technologists, District 1, District 3, and District 5 and encouraged them to inform their membership of this service and to solicit resumes from members interested and pass them on to the Western Counselor. This placement service is only getting started and is not being used effectively at this time.

It has been a pleasure to serve the Missouri Society of Radiologic Technologists in the capacity of Western Counselor for the state of Missouri to the American Society of Radiologic Technologists.

Merlin C. Heinselman, R.T.
Counselor, A.S.R.T.

CONVENTION CITY COMMITTEE REPORT 1973-74

The primary duty of the Convention City Committee is to contact the different districts within the M.S.R.T. to

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see if there is a desire within one or more of these districts to host the annual meeting of the M.S.R.T. for a certain year.

Should more than one district want to host the annual meeting within the same year, the delegation at the present annual meeting would vote on the different districts. Host district would then be the one receiving the most votes.

An effort was made this year to contact all districts within the M.S.R.T. This was achieved by a letter sent to the different district Presidents inviting them to host the annual meeting of the M.S.R.T. for the year 1976.

I have received a reply from Ron Ott of District 3, expressing a desire on behalf of the 3rd District to host the annual meeting in 1976.

I received no other replies.

You will note that we have been referring to the year 1976. The 1975 annual meeting will be hosted by the 4th District.

I wish to express my thanks to all districts for their consideration and cooperation.

Michael K. McMasters, R.T., Chairman
Convention City Committee

EDUCATION COMMITTEE

1973-74 Report

The fourth annual Seminar for Radiologic Technologists was held in Columbia, Missouri, April 19-20, 1974. There were 72 paid registrants - an increase of 19 over the previous year. The out-of-state attendance was 21% of the total - an increase of 2% over last year.

Topics discussed at the Seminar included management, technical aspects, and a rather lively session on

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proficiency testing. Those in attendance were asked to indicate their job position because of our interest in the type of technologist who attends these seminars. The results were as follows:

Staff Technologist	38
Administrative Technologist (including Chief & Supervisor)	12
Instructor	8
Student	8
No Answer	6

During the past year the Education Committee also began to compile a roster of speakers throughout the state who can be called upon to address the membership at district meetings. Before publication of this list, the suggested speakers are being contacted to obtain more biographical data and in order to confirm their willingness and availability. Additional suggestions are welcome if you know of someone qualified to speak on topics of interest to technologists, or if you yourself would like to do this.

The third task undertaken by this Committee was to gather a "bank" of questions from which a mock registry examination can be assembled. At this time, there are approximately 400 questions in the bank. It is hoped that new and/or improved questions can be added each year. We encourage every technologist to submit questions (preferably in a multiple choice form) to the Education Committee. The first mock registry examination will be given at the annual convention in Cape Girardeau.

Once again, I would like to thank all who assisted at the Seminar: the speakers, commercial representatives, Continuing Education at the University of Missouri, and the technologists and students who attended. Special thanks to Richard Chavez, R.T., Dale Crouch, R.T., and Bonita Ziegler, S.T., who worked with me on the Education Committee.

Mary Sebacher, R.T.
Chairman, Education
Committee, M.S.R.T.

REPORT OF THE NOMINATING COMMITTEE

On March 5, 1974, a total of 244 nomination ballots were sent to all active, life, and honorary members of the M.S.R.T., along with a cover-letter outlining the nomination and balloting procedure. By the nomination deadline of April 10, 1974, 14 nomination ballots were received with 40 names submitted for two or more offices. Following is a breakdown of the nominees:

President Elect:	6 nominees (1 ineligible)
Vice President:	7 nominees
Secretary:	9 nominees
Treasurer:	7 nominees
Eastern Counselor:	6 nominees
Western Counselor:	5 nominees (1 ineligible)

On April 22, 1974, letters were sent to each nominee asking for their willingness to serve and for a short resume to be printed in the Missouri Minutes. There was no response from seven of the candidates, 22 candidates declined nomination, two candidates were ineligible, and nine candidates accepted nomination. In addition to these candidates, two other individuals accepted nomination upon special request in order to have a complete slate.

On September 6, 1974, 255 voting ballots were sent to all active and life members of the M.S.R.T. Since three of the nominees are running for Eastern and Western Counselor, which will be voted upon at the annual meeting, the final slate was as follows:

President Elect:	2 nominees
Vice President:	2 nominees
Secretary:	2 nominees
Treasurer:	2 nominees

The committee recommends that in subsequent years a standardized resume form be used and sent to all nominees.

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This could be patterned after the categories of background information on the A.S.R.T. officer nominees as it appears annually in Radiologic Technology. Such a resume form would serve to standardize the resumes of the M.S.R.T. nominees.

Dwayne J. TerMaat, R.T.
Chairman, Nominating
Committee

PROFESSIONAL AFFAIRS COMMITTEE

1973-74 Report

Through the efforts of this committee and in order to provide accurate information to the membership on professional affairs, the Board of Directors of the Missouri Society of Radiologic Technologists has retained the law firm of Rabbit, Rabbit and Dickerson to become familiar with the past, present and future needs of technologists in Missouri.

In August, 1974, Senate Bill 3203, which makes active unionization of hospital personnel possible, was signed into law. The above named law firm is aware of our needs and is qualified to counsel any technologist or group of technologists who may or may not want to become involved in any type of collective bargaining.

Mr. Frank Walleman is our liaison with the above-named firm and has provided an article concerning the National Labor Relations Act. The article follows this report.

The possible implementation of the revisions to the National Labor Relations Act makes it mandatory that we avail ourselves of every possible mode of information concerning our rights, economic status, and working environment as guaranteed by Federal Law. Two Federal agencies specialize in providing this type of information:

The national Labor Relations Board which has two primary functions: 1) to determine and implement through secret ballot elections the free choice by employees whether they wish to be represented by a union and, if so, by which one; and 2) to prevent and remedy unlawful acts, called unfair labor practices by employers or unions.

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In Missouri there are two offices:

601 E. 12th Street
Kansas City, Mo. 64106

210 N. 12th Blvd.
St. Louis, Mo. 63101

The U.S. Department of Labor (Division of Wage and Hour) whose primary function is the implementation of the Fair Labor Standards Act. This act contains standards on minimum wages, equal pay, maximum and overtime pay, record keeping and child labor. Missouri offices are located in:

Wage-Hour Division
U.S. Department of Labor
911 Coolnut Street Rm 2900
Kansas City, Mo. 64106

Wage-Hour Division
U.S. Department of Labor
210 N. 12th St. Rm 563
St. Louis, Mo. 63101

Services of these offices are free and are executed in strictest confidence. These agencies welcome inquiries and will provide interested groups with a speaker qualified to inform them of their guaranteed rights.

As members of a para-medical profession, radiologic technologists have entered into a period of controversial change which will affect all hospital personnel. This change will involve our economic status as we see it, our social status as viewed by the public, and our combined socio-economic status as appraised by unions who see our profession as a source of recruitable members. Therefore, it is the recommendation of this committee that each individual technologist take advantage of the information available to him/her and utilize this knowledge to make intelligent changes not only for personal advancement but also for the advancement of technology.

Robert Feldhaus, R.T.
Chairman, Professional
Affairs Committee

ARE YOU PROTECTED BY THE N. L. R. A.?

By
FRANK E. WALLEMANN

As a result of amendments to the National Labor Relations Act which took effect August 25, 1974, a large number of
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non-profit hospitals in the State are now, for the first time, covered by this federal law. These amendments will have broad effects on the hospitals of our state and therefore on members of the Missouri Society of Radiologic Technologists. The purpose of this article is to advise you in a general way of some of these effects.

The first question that comes to mind is: What is the National Labor Relations Act? This law gives to employees the right to engage in or refrain from engaging in union of concerted activity. It also gives to the majority of the employees in any appropriate unit the right to decide whether all of the employees in that unit will be represented by a collective bargaining representative or union. Thus, the majority will decide this issue for all the employees. Also fundamental to this concept is the fact that it is a decision to be made by a majority of the employees and not by the employer. Although an employer may state certain opinions as to the advantages or disadvantages of a union, if a majority of its employees selects a union it is required under law to bargain with that union whether it wants to or not.

All employees of all hospitals are not automatically recipients of these rights. For some years for-profit hospitals which have a total annual volume of business of \$250,000 have been covered by the N.L.R.A. Until new guide lines are established, the Labor Board will assert jurisdiction over hospitals, for-profit or non-profit, which have an annual volume of business of \$250,000. (This is subject to change in the future). It is clear that church-affiliated hospitals are now under this law.

However, any hospital, regardless of volume of business, which is operated by the United States Government, a State government, or a political subdivision of a state, is not covered by the N.L.R.A. and their status has in no way been changed by this latest amendment. Employees of hospitals owned or operated by the United States Government will continue to be covered by the Executive order. Employees of hospitals operated by the State of Missouri are given protection under Article I, Section 29 of the Missouri Constitution and Missouri Statutes 105.500 through 105.530. Thus, depending on the particular hospital you work for, this amendment may mean an entirely new situation for you or no change at all.

The Missouri Society of Radiologic Technologists has among its members, both supervisors and employees. For purposes of a professional society such a distinction is of little significance. Under the N.L.R.A.,

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however, there is a substantial difference, and it is useful to explain that difference.

As I stated earlier, the concept underlying the N.L.R.A. is that employees, not the employer, make decisions as to representation for collective bargaining. For purpose of the N.L.R.A. a supervisor is an agent of the employer and is not an employee. What this means is that, if a supervisor talks against a union, the employer is talking against the union. If a union is started by a supervisor, then it is being started by an employer, which can be illegal. Thus, a casual comment made by a supervisor to an employee about a union can cause multiple difficulties for the hospital.

For purposes of the N.L.R.A., therefore, each member of the Society should know whether he/she is a supervisor or an employee. If the member is an employee, then he/she may freely express his/her opinions on a union and on its advantages and disadvantages. If the member, on the other hand, is a supervisor, he/she must remember that at all times he/she is an agent of the hospital and that any statement of views could cause difficulties for the hospital and therefore eventually for the member.

The N.L.R.A. has a definition of supervisor written into the law which is applicable to that law only. As defined in the Act a supervisor is "...any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgement."

To be a supervisor it is necessary to have only one of the above powers. What your title is or how you are paid does not make a difference. If you have any one of the authorities then you are a supervisor under the N.L.R.A. This has produced a whole area of law in itself. Some examples of what would cause you to be classified as a supervisor follow:

- 1) You interview job applicants, and based on those interviews you recommend who should be hired and your recommendations are normally followed.
- 2) You have the authority to recommend someone for a pay raise, and your recommendations are normally followed.

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- 3) You recommend the discipline or discharge of an employee and your recommendations are normally followed.
- 4) You hire employees.
- 5) You fire or discipline employees.
- 6) You grant employee pay increases.

This list is not intended to be complete. It does illustrate the type of individuals considered supervisors.

Each member of the Society should immediately make him/herself aware of at least two factors. First: What law regulates organizing and bargaining rights at my hospital? Second: Am I a supervisor or employee under the meaning of the N.L.R.A.?

This article is intended only to raise a few of the many problems which will be faced by members of the Missouri Society of Radiologic Technologists in the very near future. Be prepared and have the answers to these questions before you are placed in a situation where the answers will be forced upon you and you are suprised by them.

* Mr. Wallemann is an attorney practicing in St. Louis and has served our society as liaison with the firm retained by the M.S.R.T. This was presented to the members at the annual meeting.

Sr. F. Barringhaus, R.T.
1401 South Grand
St. Louis, Mo. 63104

Ulysses D. Murray R.T.
4965 A Northland Av.
St. Louis, Mo.

