

+ RACIAL JUSTICE 2020 WSNA HALL OF FAME NURSE LICENSURE COMPACT

THE WASHINGTON NURSE MAGAZINE

FALL 2020

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THE WASHINGTON NURSE

Elections Guide Hall of Fame Racial Justice Nurse Licensure Compact

VOLUME 50, NO. 3 FALL 2020

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Fall 2020

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Advocating: it's what each of us is doing when we educate ourselves and the candidates running for office about health policy and issues affecting the scope of our nursing practice. We are advocates for our patients and each other. We need to take the next step and VOTE!

It is well stated in our ANA Code of Ethics that it is the responsibility of professional nurses to become involved in politics as one way to advocate for patients. There are many legislative bills that come before the Washington State Legislature year after year. Many of those bills address patient care and safety. Also, there are bills that may shape and change the RN's scope of practice. We must pay attention to this. Voting is a powerful responsibility and privilege!

WSNA is a bipartisan group. We support Republicans and Democrats alike. Our goal is to support those who support nurses and patient safety. The "Code of Ethics for Nurses with Interpretive Statements" is a guide for implementing nursing responsibilities in a way consistent with quality in nursing care and the ethical obligations of the profession.

The WSNA-PAC Board of Trustees conducted virtual interviews during April and May with many candidates that requested our endorsement. I was fortunate to join them in these interviews. We had about five to six questions we asked all of them. It felt very objective and educational. We completed this by supporting incumbents and new candidates that may be conservative and/or progressive. Please look at the WSNA website to view the endorsements. Our Legislative and Health Policy Council is developing our legislative priorities for the 2021 session in Olympia. We are well aware of the state budget deficits and are measuring the issues accordingly.

During this COVID-19 crisis, we have become more aware of racial injustices. These injustices are also referenced in the Code of Ethics. Human rights, social justice and disparities are issues we are called to address and advocate for fairness. I think it is vital that we all stand up and speak out against racism, prejudice and discrimination. This happens in our workplaces, communities and the political arena. It has humbled me how daily cultural mindsets have been disrespectful to our friends and colleagues of color. This has got to stop. Equity is a journey. It is a redistribution of power. We need a "time out." Let's look at the language we use.



Words are powerful. We need to be held accountable for our words. We must step up and vote for people that understand these concepts and the laws that support our families, neighborhoods and country.

The ANA resolution was passed on June 20, 2020, as part of the association's Membership Assembly, which was held virtually this year. The resolution states, in part, that:

"Racism is a public health crisis that impacts the mental, spiritual, and physical health of all people. The Code of Ethics for Nurses with Interpretive Statements obligates nurses to be allies and to advocate and speak up against racism, discrimination, and injustice. Consistent with this obligation, ANA has taken positions against racism, discrimination and health care disparities and advocating for human rights.

ANA, along with nurses everywhere, are again called to action. Collectively, we must emerge from silence and speak with one strong voice as leaders and role models of compassion and empathy for our patients, families, communities and most importantly, towards one another. Our voice is our commitment to making a difference in all that we do for those we serve."

Please get involved! VOTE!

Lynnette Vehrs

Lynnette Vehrs, MN, RN
WSNA President

NEWS BRIEFS



On Aug. 20, the National Academy of Medicine (NAM) hosted a free 90-minute webinar, "Nursing's Role in

Health Equity, Public Health Emergencies, and COVID-19 – Critical Issues for the Future of Nursing 2020-2030," as part of NAM's study to advance the nursing profession by creating a national culture of health, reducing health disparities, and improving the health and well-being of the U.S. population in the 21st century.

During the webinar, Future of Nursing 2020-2030 committee members shared updates on the study's status and sought public input on nurses' roles in responding to COVID-19. A panel of experts also discussed how nursing can advance health equity, the role of nurses in public health emergencies, and nurses' experiences on the frontlines of COVID-19.

To watch the webinar recording, visit <https://youtu.be/uMlnaxA9IFE>.

UPCOMING EVENTS

October 2020

- | | |
|----|--|
| 23 | Executive / Finance Committee meeting – virtual |
| 26 | Constituent Representative Council meeting – virtual |
| 29 | WSNF Board of Trustees meeting – virtual |
| 30 | Bylaws Committee meeting – virtual |

November 2020

- | | |
|-------|--|
| 4 | Occupational and Environmental Health and Safety Committee meeting – virtual |
| 9 | Local Unit Council meeting – virtual |
| 11 | Veterans Day – WSNA office closed |
| 14-17 | AFT Healthcare Organizing Conference – virtual |
| 17 | Legislative and Health Policy Council meeting – virtual |
| 26-27 | Thanksgiving Holiday – WSNA office closed |

December 2020

- | | |
|-------|--|
| 4 | Board of Directors meeting – virtual |
| 7 | Community and Long-term Care Taskforce meeting – virtual |
| 11 | ANA President/Executive Director meeting – virtual |
| 25-31 | Winter Holiday – WSNA office closed |

January 2021

- | | |
|----|-------------------------------------|
| 1 | New Year's Day – WSNA office closed |
| 15 | Bylaws Committee meeting – virtual |
| 25 | Advocacy Camp – virtual |

February 2021

- | | |
|----|--|
| 4 | Lobby Day – virtual |
| 6 | Professional Nursing and Health Care Council meeting – virtual |
| 12 | Executive / Finance Committee meeting – virtual |
| 15 | Presidents' Day – WSNA office closed |

AAN inducts five Washington nurses

On Aug. 6, the American Academy of Nursing (AAN) announced inductees for its 2020 Class of Fellows. Among the 230 nurse leaders selected, five Washington state nurses were recognized for their significant contributions to nursing and health care:



Bonnie Bowie, PhD, MSN, MBA, RN – Bowie is Associate Dean for Graduate Programs at Seattle University College of Nursing and was appointed the Premera Endowed Professor of Nursing in Health Promotion and Care Innovations in 2019. She has made significant contributions to the Doctor of Nursing Practice program at Seattle University, focusing on care systems improvement, finance and quality assurance.



Roschelle Fritz, PhD – Fritz is an assistant professor in the College of Nursing at Washington State University, where she teaches in the RN-BSN, DNP and PhD programs and serves on multiple nursing and interdisciplinary technology-focused dissertation committees. She has received numerous awards and honors, and is a fellow of the National Science Foundation's Integrative Graduate Education Research and Training program.



Renee Hoeksel, PhD, RN, ANEF – A professor in the WSU College of Nursing and member of several advisory boards in the Associate Degree and RN-BSN nursing programs, Hoeksel has more than 30 years of clinical practice in adult critical care nursing within the greater Southwest Washington and Portland, Oregon, area. She was inducted into the WSNA Hall of Fame in 2016.



Tatiana Sadak, PhD, ARNP, PMHNP, RN – Sadak is Director of Undergraduate Education and Associate Professor of Geriatric Mental Health at the University of Washington. She is also a member of the Washington State Dementia Action Collaborative, a group of public-private partners committed to preparing Washington state for the growth of the dementia population, and maintains a private practice in Edmonds.



Kawkab Shishani, PhD, MSN, BSN – Shishani is an associate professor in the WSU College of Nursing, where she focuses her research on waterpipe tobacco use and smoking cessation. She completed the first U.S. study about treating waterpipe tobacco addiction and has trained nursing students and health care workers around the world on smoking cessation counseling. Originally from Amman, Jordan, Shishani also mentors international prospective students.

Inductees will be honored at AAN's annual policy conference, "Transforming Health, Driving Policy," Oct. 29-31, which will be held virtually this year due to COVID-19.

Congratulations to the Washington state inductees!

Stephanie Wahlgren receives Domestic Violence and Sexual Assault Services' Kathleen Marshall Award




Stephanie Wahlgren, RN, a sexual assault nurse examiner (SANE) and forensic nurse team coordinator in the Emergency Department at PeaceHealth St. Joseph

Medical Center in Bellingham, was recently honored with the 2020 Kathleen Marshall Award by Domestic Violence and Sexual Assault Services of Whatcom County (DVSAS).

Each year, the Kathleen Marshall Award is given to an individual who, personally or professionally, significantly addresses and impacts issues of domestic violence, sexual assault and/or sexual exploitation. The award is named for former DVSAS Executive Director Kathleen Marshall, who dedicated her life to helping survivors of violence.

Stephanie's peers say that her advanced medical knowledge and trauma-informed approach help survivors navigate the difficult road ahead after a sexual assault and put them at ease. Stephanie is a tireless advocate, passionate champion and compassionate caregiver who hopes to one day open a trauma center for survivors in Whatcom County.

She also serves on the WSNA Legislative and Health Policy Council.



**WASHINGTON
STATE NURSES
CONVENTION**

April 28-29, 2021

We're going virtual in 2021!

rnconvention.org

NEWS BRIEFS



Dr. Gloria Bringham receives Outstanding Alumni Award

Dr. Gloria Bringham, WSNA's director of nursing practice, is the recipient of the Outstanding Alumni Award for 2020 from the University of Washington Tacoma School of Nursing and Healthcare Leadership.

According to Janet Primomo, UWT emeritus professor, "[Dr. Bringham's] career exemplifies excellence in nursing education and leadership and she clearly distinguished herself among graduates. She has already brought recognition to the UWT School of Nursing and Healthcare Leadership and the region through her educational leadership in nursing and she will continue to do so at the state level and beyond."

Starting at St. Francis Hospital in the early '90s, Gloria was an education coordinator with CHI Franciscan. She also served as the Northwest Division Director of Risk Management Operations with CHI Franciscan.

Gloria earned her BSN from the UW in Seattle, her master's degree in nursing from UWT School of Nursing and Healthcare Leadership, and a few years later, her EdD in Educational Leadership, also from UWT. Since completing her master's degree in nursing in 2010, Gloria has taken on multiple roles with UWT, including clinical faculty, part-time lecturer, and site facilitator for undergraduate and graduate students.

Congratulations, Gloria!



Providence St. Peter Hospital redesignated Magnet hospital

The American Nurses Credentialing Center Magnet Recognition Program has redesignated Providence St. Peter Hospital in Olympia as a Magnet-recognized hospital. This is St. Peter's third Magnet designation; it was first recognized in 2010, and again in 2015.

The Magnet Recognition Program designates organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve the organization's patient outcomes. The award represents an organization's commitment to excellence in health care, with nurses leading the way in improving patient experiences and outcomes.

Providence St. Peter Hospital joins 523 health care facilities nationwide and two other hospitals in Washington state (Seattle Children's and University of Washington Medical Center) who are recognized with this top honor.

Congratulations, Providence St. Peter Hospital, on receiving this prestigious designation, and thank you for creating a supportive environment for nurses!



Florence Nightingale musical is going virtual

While COVID-19 continues to significantly impact all aspects of daily life, members of the arts and culture industry are putting their creative heads together to develop new, safe ways to offer entertainment in an era of social distancing. Like so many other events that were planned in 2020, "Nightingale: Regarding the Life & Passion of Miss Florence Nightingale" was not immune to the pandemic, and producers were challenged to rethink how to share Pamela Gerke's inspirational musical with nurses this year. Their solution: turn the live production into a film.

The film, which highlights the life of one of the principal founders of the nursing profession, Florence Nightingale, will be available to view free of charge on YouTube and DVD. While the film's release date has not yet been determined due to health and safety guidelines that impact rehearsals, producers plan to complete filming by the end of 2020.

"Nurses and health care workers have given so much during the COVID-19 crisis," said HEARTS: Health & Arts, the nonprofit organization behind the production. "We want to return their compassionate care with this film."

To help HEARTS raise funds for the film and get first notice about the film's release, visit the project's GoFundMe page at <https://charity.gofundme.com/o/en/campaign/florence-nightingale-film>.



1. PeaceHealth Southwest Regional Medical Center
2. University of Washington Medical Center – Montlake
3. Providence VNA Home Health
4. Pullman Regional Hospital

WSNA distributes thousands of masks to frontline workers

Our nurses in Washington state were at the epicenter of COVID-19 when the pandemic broke in February and have been on the frontlines caring for patients and our communities every day since. Due to the national shortage of PPE and the lack of effective federal action to secure and produce more, our national union, American Federation of Teachers (AFT), donated about 180,000 surgical masks and face shields to Washington state.

WSNA held 10 events to distribute these supplies to health care workers, their families and community members:

- Overlake Medical Center on May 20 in Bellevue, Wash.
- St. Joseph Medical Center on June 18 in Tacoma, Wash.
- Kindred Hospital Seattle – First Hill on June 30 and July 15 in Seattle
- Providence Sacred Heart Medical Center on July 2 in Spokane, Wash.
- PeaceHealth Southwest Medical Center on July 7 in Vancouver, Wash., with partner OFNHP (AFT Local 5017)
- Pullman Regional Hospital on Aug. 12 in Pullman, Wash.
- Skagit Valley College (COVID-19 testing site) on Aug. 26 in Mount Vernon, Wash., with nurses from Skagit Valley Hospital and PeaceHealth United General Medical Center
- Madison House Assisted Living Center on Aug. 27 in Kirkland, Wash., with nurses from Evergreen Health
- UW Medical Center – Montlake on Sept. 21 in Seattle
- Wright Park (near MultiCare Tacoma General Hospital) on Sept. 29 in Tacoma, Wash.

Our thanks go to AFT for procuring and sending these much-needed masks and face shields to our state.

WSNA LIFETIME MEMBERS JUDI LYONS AND ANITA STULL ENTER RETIREMENT

Some say all good things must come to an end. For Judi Lyons, RN and Anita Stull, BSN, RN, that old adage rings true. After spending more than 40 years each caring for patients, these two nurse leaders recently transitioned into new phases of their lives.

In addition to leaving lasting impacts on their patients and colleagues, Judi and Anita have significantly influenced nurses across Washington state through their more than 80 years of combined service in WSNA — earning them Lifetime Membership in the association. While they deserve so much more, we'd like to thank them for their dedication to nursing practice and wish them well on their new paths forward.

Top: Archival photo of Judi Lyons.

Bottom left: Anjanette Bryant, Jennifer Crane and Judi Lyons in Chelan for the 2014 WSNA Union Leadership Conference (Sept. 29, 2014).

Bottom right: Past WSNA Presidents Jan Bussert, Judi Lyons, Donna Poole, Louise Kaplan, Kim Armstrong, Sue Loper-Powers, Eunice Cole, Joanna Boatman, Judy Huntington and Susan E. Jacobson (Aug. 4, 2017)



Judi Lyons, RN

After spending 42 years caring for patients in the surgery department of Kittitas Valley Healthcare Hospital in Ellensburg, Judi Lyons resigned her position and entered a new chapter of her life in July.

Judi's passion for nurses and workplace rights have led her to become a lifelong advocate of nurses across Washington. For more than 40 years, Judi has served on numerous cabinets, committees and boards within WSNA, including two terms as WSNA president from 1993-1997. In 1978, Judi joined the Kittitas County Nurses Association (District 18) and began serving as the district's president in 2009 — a position she still holds today. Judi has also served in several Local Unit positions and bargaining teams.

In addition to providing patient care and serving in association roles, Judi has also been an active member of the Washington State Council of Perioperative Nurses, which aims to disseminate information regarding state or local issues that

impact perioperative nursing and provide continuous professional development opportunities for perioperative nurses.

In 2017, Judi was awarded WSNA's Joanna Boatman Staff Nurse Leadership Award, which is given in recognition of outstanding leadership and significant contributions to the economic and general welfare of nurses and nursing. Upon receiving the award, Judi shared how her involvement with WSNA throughout the decades has helped her network with other dedicated nurses and develop new skills to improve patient care and advocate for the nursing profession across the state.

"I've enjoyed the continuous opportunity to expand, learn and grow with WSNA, which has provided endless avenues to pursue," Judi says.

Judi says anything is possible for her next chapter. If her previous chapters are any indication, the ones that follow will no doubt be filled with greatness.



Top left: The ANA Committee on Bylaws presides over a session at the 2019 ANA Membership Assembly (June 21, 2019).

Top center: Archival photo of Anita Stull.

Top right: Jill Cook, Anita Stull and Teresa Wren at a UWMC Local Unit unity dinner at Ivar's Salmon House (Nov. 4, 2015).

Bottom left: Anita Stull in the library at WSNA headquarters (Nov. 14, 2018).

Anita Stull, BSN, RN

Since 1979, Anita Stull has been an invaluable member of WSNA and has immensely contributed to the development of WSNA policy, nursing practice positions, and workforce and workplace policy throughout the years. She has provided leadership on the state and national level, serving in the Cabinets on Economic and General Welfare in WSNA and the American Nurse Association (ANA). In her Local Unit, Anita has served more than 30 years on the negotiating team, Joint/Labor Management Committee and Health and Safety Committee. She has also served as chair, secretary, treasurer and grievance officer in her Local Unit.

Today, Anita is chair of WSNA's Bylaws/Resolutions Committee and is also a member of the ANA Committee on Bylaws. During times of organizational change within WSNA,

Executive Director Sally Watkins says Anita has been instrumental in helping the membership adopt new bylaws.

"WSNA would not be the organization it is today without Anita's leadership, attention to detail and due diligence in reviewing the WSNA Bylaws and proposing revisions where needed," Sally says. "We are so grateful for her dedication and service throughout the years."

In addition to the leadership positions she has held, Anita regularly demonstrated effective leadership on the job as charge nurse of her unit at the University of Washington Medical Center (UWMC) in Seattle — where she worked as a bedside nurse in Orthopedics, Chronic Pain and Psychiatry for 40 years before entering her retirement in July.

Throughout her tenure at UWMC, Anita was a fierce advocate for mental health care

access for patients, as well as nurses' rights. She served as Local Unit Chair at UWMC during the 1989 union raids and was the first person to sign onto the precedent-setting grievance that resulted in UWMC nurses being paid for rest breaks. Anita also helped facilitate the smooth transition of nursing components during the 2019 merger of Northwest Hospital and UWMC.

"I have been amazed at the opportunities for a staff nurse that King County Nurses Association (KCNA), WSNA and ANA have provided over the years," Anita says.

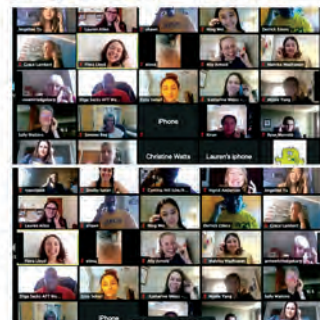
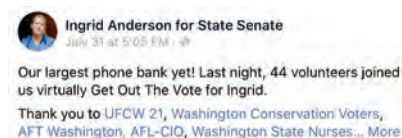
ONE STRONG VOICE: WSNA MEMBERS ARE STEPPING UP IN UNCERTAIN TIMES

In the midst of a pandemic, systemic racism and West Coast wildfires, WSNA members are still lending their strong, collective voices to the need for workplace safety, transparency and equity.

All over Washington state, nurses are engaging with elected officials and candidates — advocating for themselves, their patients, the nursing profession, and candidates seeking public office who will make nursing and health issues a priority.

This is powerful. Today, more than ever, candidates are seeking endorsements from groups representing the pandemic's heroes. Nurses and the WSNA-PAC are on the top of their lists.

Together, our involvement in these critical races and with our current elected officials is elevating our profession and our association. The Washington State Wire, an online news site covering Olympia and state politics, recently called WSNA “one of the state’s most productive advocacy organizations for their members in recent years.” That achievement only comes from thousands of nurses making phone calls, writing emails, showing up in Olympia, engaging on social media, donating to the WSNA-PAC and supporting candidates. Your actions build our collective power. We are one strong voice.





What is it like to be on the front lines treating patients with the coronavirus? Tomorrow at 2:30pm I'll be holding a live discussion with COVID unit nurse and Washington State Nurses Association member Heidi Kennedy. Tune in right here on my Facebook page to watch.



I'm proud to be endorsed by Nurses. Thank you to the Washington State Nurses Association PAC!!
#RepresentationMatters #Nurses #TeamJesse



As someone with family members in the medical field, the endorsement from the Washington State Nurses Association is something I am very proud of. With the pandemic, we as a community have come to further appreciate our front line workers. Thank you to all the nurses working everyday, I promise to prioritize your concerns and voices in office.



Jomay Ruiz and Justin Gill during a photo shoot for Governor Jay Inslee's reelection campaign.



Didi Gray, WSNA member in southwest Washington, is featured in this piece talking with State Senate candidate Daniel Smith running the 17th Legislative District (located in Vancouver and Camas).



State House candidate Jamila Taylor (left) joins WSNA in giving away AFT-provided masks at St. Joe's Tacoma.



State House candidate Alicia Rule with WSNA members Stephanie Wahlgren and Erin Allison, along with a local physician.



DECODING WSNA-PAC'S ENDORSEMENT PROCESS

HOW DO WE DECIDE?

EACH ELECTION CYCLE, the Washington State Nurses Association Political Action Committee (WSNA-PAC) receives dozens of requests for endorsement. Why? Because candidates value the support of nurses, and WSNA-PAC's endorsement sends a strong message to voters.

WSNA-PAC supports candidates and incumbents who are strong on nursing and patient safety issues, regardless of political party affiliation.

As nurses, we value transparency and integrity — and our endorsement process reflects that.

Outreach to all candidates

As part of a fair endorsement process, WSNA-PAC reaches out to all candidates who file with the Secretary of State to run for the state legislature or statewide office, such as governor or attorney general.

Each candidate is emailed a candidate questionnaire, which they are invited to complete and send back to the WSNA-PAC Board. Not all candidates choose to respond to the WSNA-PAC, but all candidates are invited to participate in the endorsement process.

Candidate evaluation

The WSNA-PAC board evaluates candidates based on:

- **Candidate questionnaire**
The first step of WSNA-PAC's endorsement process is the candidate questionnaire. Candidates receive a document that outlines nursing policy and budget priorities, and asks candidates how they would address or vote on certain issues if elected. Each questionnaire that is returned to the WSNA-PAC Board is scored, and candidates are invited to interview.
- **Candidate interview**
Candidates who choose to interview with WSNA-PAC Board members and nurses have an opportunity to engage in deeper conversation about their backgrounds, experiences and priorities. These interviews also give candidates the opportunity to hear directly from nurses about the budget and policy issues that affect nurses and patients. WSNA-PAC Board members and nurses who participate in candidate interviews complete an evaluation of each candidate interview.
- **Legislative voting record (incumbents only)**
Candidates currently serving in the legislature (referred to as "incumbents") are also evaluated on how they voted on nursing priorities and key issues. WSNA's 2017 and 2018 Legislative Voting Records are printed in this issue of *The Washington Nurse* and available online. These records illustrate that most nursing issues have bipartisan support.

In addition to these evaluation tools, WSNA-PAC also takes into account the makeup of the legislative district and past voting patterns.

2020 GENERAL ELECTION ENDORSEMENTS

The WSNA-PAC has endorsed the following candidates running for statewide office and the Washington State Legislature. The 2020 general election is Tuesday, Nov. 3. Not sure which legislative district you're in? Check page 28.

Governor			Jay Inslee		LD19	Senate	Dean Takko	LD34	House 2	Joe Fitzgibbon
Treasurer			Mike Pellicciotti		LD19	House 1	Marianna Hopkins Everson, RN	LD36	House 1	Noel Frame
Attorney General			Bob Ferguson		LD19	House 2	Brian Blake	LD36	House 2	Liz Berry
Superintendent of Public Instruction			Chris Reykdal		LD21	House 1	Strom Peterson	LD37	House 1	Sharon Tomiko Santos
LD01	Senate	Derek Stanford			LD21	House 2	Lillian Ortiz-Self	LD37	House 2	Kirsten Harris Talley
LD01	House 1	Davina Duerr			LD22	House 1	Laurie Dolan	LD38	Senate	June Robinson
LD01	House 2	Shelly Kloba			LD22	House 2	Jessica Bateman	LD38	House 1	Emily Wicks
LD03	Senate	Andy Billig			LD23	House 1	Tarra Simmons, former RN	LD38	House 2	Mike Sells
LD03	House 1	Marcus Riccelli			LD23	House 2	Drew Hansen	LD40	House 1	Debra Lekanoff
LD03	House 2	Timm Ormsby			LD24	Senate	Kevin Van De Wege	LD40	House 2	Alex Ramel
LD04	House 1	Lori Feagan, ARNP			LD24	House 2	Steve Tharinger	LD41	House 1	Tana Senn
LD05	Senate	Ingrid Anderson, RN			LD25	Senate	Julie Door	LD41	House 2	My-Linh Thai
LD05	House 1	Bill Ramos			LD25	House 1	Jamie Smith	LD42	House 1	Alicia Rule
LD05	House 2	Lisa Callan			LD25	House 2	Brian Duthie	LD42	House 2	Sharon Shewmake
LD06	House 1	Mike Volz			LD26	House 1	Carrie Hesch	LD43	House 1	Nicole Macri
LD06	House 2	Jenny Graham			LD26	House X	Michelle Caldier	LD43	House 2	Frank Chopp
LD08	House 2	Matt Boehnke			LD27	Senate	Jeannie Darneille	LD44	House 1	John Lovick
LD10	Senate	Helen Price Johnson			LD27	House 1	Laurie Jinkins	LD44	House 2	April Berg
LD10	House 1	Angie Homola			LD27	House 2	Jake Fey	LD46	House 1	Gerry Pollet
LD10	House 2	Dave Paul			LD28	Senate	Steve O’Ban	LD46	House 2	Javier Valdez
LD11	Senate	Bob Hasegawa			LD28	House 1	Mari Leavitt	LD47	House 1	Debra Entenman
LD11	House 1	Zack Hudgins			LD28	House 2	Dan Bronoske	LD47	House 2	Pat Sullivan
LD11	House 2	Steve Bergquist			LD29	House 1	Melanie Morgan	LD48	House 1	Vandana Slatter
LD14	House 2	Gina Mosbrucker			LD29	House 2	Steve Kirby	LD48	House 2	Amy Walen
LD16	Senate	Danielle Garbe Reser			LD30	House 1	Jamila Taylor	LD49	Senate	Annette Cleveland
LD16	House 2	Skyler Rude			LD30	House 2	Jesse Johnson			
LD17	Senate	Daniel Smith			LD33	House 1	Tina Orwall			
LD17	House 1	Tanisha Harris			LD33	House 2	Mia Gregerson			
LD17	House 2	Paul Harris			LD34	House 1	Eileen Cody, RN			

VOTE FOR NURSES

MEET THE CANDIDATES

Who better to make state-level health policy decisions than a nurse? Each year, the Washington State Legislature considers hundreds of health care bills — many of which directly impact patient safety, nursing scope of practice and licensure, and working conditions in our state's health care facilities.

Legislators, many of whom have no direct experience in health care, take votes that directly impact the work we do as nurses every session; some years it is expanding access to health care, meaning more of our patients become insured and no longer delay care due to lack of affordability. Some years, like in 2019, legislators vote to ensure nurses receive critical rest breaks and overtime protections. In 2023, the legislature will again take up the issue of nurse staffing — and we need nurses in the legislature who are prepared to fight for our interests.

Across the nation, nurses are stepping up and running for office — many of them driven by the COVID-19 crisis.

“Amid a global pandemic that has sown chaos and misinformation in health care and claimed more



than 100,000 American lives, nurses' expertise is more relevant than ever,” Rebecca Nelson writes in a June 2020 Elle magazine story. “They’ve seen the failures of health care policy and delayed action on the ground. They are on the frontlines of the crisis, clamoring for adequate PPE, deciding who gets put on a ventilator, FaceTiming dying patients’ family members when visitors aren’t allowed. And across the country,

nurses are hoping to bring those unique experiences to elected office.”

That’s why in 2020, we are so inspired by the nurses who have stepped up to run for the Washington State Legislature. If elected, Ingrid Anderson will be the **ONLY** nurse in the Washington State Senate. Today, Rep. Eileen Cody, the powerful Chair of the House Health Care & Wellness Committee, is the only nurse serving in the House of Representatives.

We need nurses to step up and run — now more than ever. And these nurses need our support to be elected.

#WeNeedANurse



Ingrid Anderson speaks at WSNA's lobby day (Feb. 6, 2020).

**Ingrid Anderson,
BSN, RN, SANE, CEN**
Candidate for State Senate

5th Legislative District, East King County (Issaquah, Snoqualmie, North Bend, Fall City)

www.ingridforstatesenate.com

In what may be the most-watched State Senate race of 2020, WSNA Member Ingrid Anderson is taking on an incumbent senator. Anderson has lived in the 5th Legislative

District for 30 years and is raising her family there. She has a long history as a community advocate, and her values stand in stark contrast to her opponent (who voted against addressing wage discrimination for women in the workplace, among other things).

Ingrid graduated from Snoqualmie public schools and spent a decade as a grocery worker (and UFCW21 member) in North Bend. She earned her associate degree at Bellevue College and scholarships to the University of Washington – Bothell, where she graduated with a bachelor's degree in nursing.

For a decade, Ingrid treated members of her community in the Emergency Department at Overlake Medical Center. She also served as a sexual assault nurse examiner. Today, Ingrid works in Overlake's psychiatric department as she simultaneously completes her master's degree to become a psychiatric nurse practitioner.

After taking her hospital to arbitration to win rest breaks for the Emergency Department, Ingrid advocated with WSNA in Olympia for all nurses to receive this same workplace win. Ingrid also served as vice chair of the WSNA-PAC.

Ingrid is a mom, nurse, union member and strong community advocate. We need her in the Washington State Senate, where she would be the only nurse serving in that body.

Ingrid won the primary election by 491 votes and received the endorsement of Governor Jay Inslee following her Aug. 4 victory.



(Left to right) Eileen Cody meets with nursing students Kelli Mosely, Fayrene Arrington and Euijin Lee (Jan. 22, 2018).

Representative Eileen Cody, RN
Candidate for State Representative

34th Legislative District, West Seattle, Vashon Island

Rep. Eileen Cody is Chair of the House Health Care & Wellness Committee and one of the longest-serving members of the State House of Representatives, first appointed to the legislature in 1994.

For 40 years, Rep. Cody served as a neuro-rehab nurse at Kaiser Permanente (formerly Group Health Cooperative) in Seattle. She is also a long-time union member with SEIU Healthcare 1199NW.

Over the last two and a half decades, there has been no health policy that Rep. Cody has not influenced. She championed implementation of the Affordable Care Act, providing increased access to affordable health care for thousands of Washington residents. She has advocated for mental health parity, public health services, health care cost transparency, universal purchase of vaccines and much more. This year, during the pandemic, Rep. Cody has been a strong voice on the need for PPE, testing for health care workers and health system financial transparency.

Rep. Cody was the prime sponsor of the Nurse Staffing bills in 2008 and in 2017. In 2017, Rep. Cody received WSNA's Nursing Champion Award for her leadership in updating the Washington Patient Safety Act, which governs nurse staffing committees. She was instrumental in building and maintaining strong support for the breaks and overtime protections bill in the House — support that only grew over a decade until the bill finally passed the full legislature in 2019.

Rep. Cody is running uncontested this year and won the primary election with 97% of the vote.

MEET THE CANDIDATES


Marianna Everson, RN
Candidate for State Representative

19th Legislative District, Southwest Washington (Grays Harbor, Pacific, Wahkiakum Counties)

www.mariannaforthpeople.com

Marianna Everson grew up in Grays Harbor County — one of the areas she seeks to represent in Olympia. The 19th Legislative District covers a broad swath of Southwest Washington, running along the Pacific Ocean to the west and spanning east across a deeply wooded region that Marianna refers to as “Timber Country.”

Marianna earned her nursing degree from Grays Harbor Community College in 2011. As a nurse, Everson’s priority is universal health care. In a March 2020 story in *The Daily News*, Longview’s newspaper, Marianna shared how one of her patients declined treatment for colon cancer because she didn’t want her husband to be bankrupt after she died.

Democratic candidates have lost the seat Marianna is running for by about 500 votes in the last two election cycles. Marianna is running on a platform of single-payer health care and a state income tax — issues that may be tough in what has often been a conservative-leaning district. Marianna hopes that her grassroots campaign and support for union workers will give her an edge in this race.

Everson received 22% of votes in the primary election (the other Democratic candidate received 20%). The incumbent received more than 57% of votes in the primary.


Lori Feagan, ARNP
Candidate for State Representative

4th Legislative District, north of Spokane along the Idaho border

www.lorifeagan.com

Lori Feagan has served communities in Eastern Washington as a nurse for 30 years. She now seeks to add to that service by representing the 4th Legislative District in the State House.

A family nurse practitioner in Spokane Valley for the past 11 years, Lori has also spent nearly two decades working as a nurse in the ICU at Valley Hospital Medical Center and five years at Eastern State Hospital.

Lori received her LPN degree from Spokane Community College and earned her bachelor’s and master’s degrees at Washington State University in Spokane. She is a nationally certified family nurse practitioner.

As a nurse, Lori’s ethical code and moral compass guide her work. She looks forward to bringing this lens to state and local priorities, with a focus on the values her community shares.

Lori, who is running as a Democrat, received nearly 36% of the vote in the primary election against three other Republican candidates in the race. In a district that overwhelmingly votes Republican, Lori faces an uphill climb to the general election.


Tarra Simmons, JD, former RN
Candidate for State Representative

23rd Legislative District, Kitsap County

www.electtarrasimmons.com

Tarra Simmons is running a history-making campaign for the Washington State House of Representatives. Her personal experience with poverty, working in health care, opioid use disorder and incarceration give her a unique perspective on the policy challenges before the legislature. If elected, Tarra will be the first former inmate to serve in the Washington State Legislature.

Tarra served her community as a registered nurse for 10 years. Following her recovery from opioid use disorder and associated incarceration, Tarra was accepted to law school. She graduated with honors from Seattle University School of Law in 2017; however, the Washington State Bar refused to admit Tarra due to her criminal history.

Tarra took the Washington State Bar Association all the way to the Washington Supreme Court, where she won her right to be admitted to the Bar. In June 2018, Tarra was finally sworn in as an attorney to practice law in Washington state.

Today, Tarra is the co-founder and executive director of the Civil Survival Project, a nonprofit organization that supports people who have been directly impacted by the criminal justice system. She has been appointed by Gov. Inslee to serve on a state board, a state council and a state commission. Tarra is the recipient of Senator Patty Murray’s Golden Tennis Shoe Award.

Tarra won the primary election with 45% of the vote, with five other candidates in the race. She is well-positioned for the November election.

Bringing a health lens to the Burien City Council

By Sofia Aragon, JD, BSN, RN



As a registered nurse, I've advocated for access to quality health care for two decades — as a primary care nurse in a South Seattle community health clinic, then as a health policy expert with the Washington State Department of Health and the Washington State Nurses Association.

As a primary care nurse, I cared for people who are too often marginalized, including immigrants who spoke many languages and people who were transient or low income.

As the Senior Governmental Affairs Advisor for WSNA, I advocated for healthier communities by helping pass legislation that banned environmental toxins, improved access to care through full implementation of the Affordable Care Act and increased public health funding.

I know the health impacts of housing and opportunities for work, and I promote solutions to end homelessness and ensure affordable housing as a board member of the WA Low Income Housing Alliance.

My experience showed me the close relationship between health, social needs, and the environment and conditions in which people lived. I wanted to do more.

My quest for election onto the Burien City Council began in earnest after losing a primary election campaign for state senator for the 34th Legislative District in 2018.

My time in Olympia as an advocate sparked a desire to be a catalyst for better public policy. I also saw a lack of representation among elected officials. I grew up as an immigrant in South Seattle. My mom had a good union job, so we never had to worry about getting health care, and she was able to find affordable housing just in time for my sister to be born. Because of great public education, I was able to follow in her footsteps and become a nurse.

About half of Burien's residents are from communities of color, and the economy is dominated by small businesses. This makes it vitally important that Burien continue down the path of becoming a more inclusive community.

As I became interested in serving my community, I developed important relationships in the 34th Legislative District and with Burien City Council members. When I ran for State Senate, I went through

the process of attending union endorsement meetings and getting to know union representatives who vetted political candidates. This earlier work helped me win key endorsements from labor organizations and state and county-elected representatives, as well as from Burien City Council members. After winning the primary with 56% of the vote, more endorsements followed; in November 2019, I was elected to the Burien City Council.

As a lawmaker, my health lens has been an important part of my analysis and decisions. Many issues that others view as primarily about economics, housing, arts and culture, or public safety have a strong health component — things like deciding the future of a building unsafe for habitants, creating new city codes to allow new forms of community mental health services, and responding to COVID-19.

From my first council meeting, I learned how important it is to bring a health lens into difficult debates and decisions.

The very first agenda item in my first council meeting involved whether to allow tenants to remain in a city-owned building known as the Annex, which housed numerous nonprofit organizations and two community theaters.

The Annex was an important cultural hub, but the 107-page report on the condition of the building showed that floor tiles, ceiling tiles, adhesives and window glazing probably contained asbestos. Old plumbing and piping tested for lead, and drinking fountains were labeled "not fit for human consumption." Most of the building had no fire sprinklers, violating the current fire code. Some parts of the building would certainly not survive an earthquake.

In public testimony, advocates argued strongly against demolishing and rebuilding the Annex, saying that nonprofits with lean budgets could not afford moving costs. The two theaters were the heart of Burien's arts and culture, and Burien's shops and restaurants benefited from their clientele. These were important considerations, but I felt the health hazards were just too great.

That's why I found myself part of the minority in a 3-4 vote on a motion to allow tenants to stay for another six months, allow up to \$25,000 for repairs, and for the city to order additional tests.

After many months of collaborative work, the City committed to finding tenants new homes and the council voted to demolish the building.

As a nurse, I am ethically bound to make decisions that promote the health and safety of people. If I ever abandon this commitment to others, I should be prepared to give up the nursing license that I hold. Being a nurse is why many people voted for me, and they should expect nothing less. Bringing my critical thinking skills and a health lens to public policy opens the door for debates that keep the health and well-being of my constituents at the forefront.

Sofia Aragon, JD, MN, RN is the executive director of the Washington Center for Nursing and a Burien City Council member.



THINKING ABOUT RUNNING FOR OFFICE?

Nurses make outstanding lawmakers, and right now we don't have enough of them. Trained in critical thinking, nurses have many of the necessary skills to quickly process information to make decisions. Of course, nurses also keep health at the forefront of policy decisions.

If you are thinking about running for office, from school board to state legislature, taking these steps in advance will help you succeed.

Contact WSNA's Public Affairs team

WSNA's Public Affairs team is well versed in surveying the elections landscape. The team can also connect you to WSNA partner organizations — locally, statewide and nationally. If you are seriously considering running for office, your Public Affairs team can work with you to evaluate your candidacy and create next steps.

Attend campaign trainings

If you are considering running for office, campaign and candidate trainings can set you up for success. WSNA recommends attending campaign and candidate trainings well in advance of filing to run. These trainings will help you evaluate your readiness to run. Each training will also walk you through the steps to set up a successful campaign — from fundraising, to grassroots, to media. Here are some of the campaign trainings WSNA recommends:

- Washington State Labor Council's Path to Power: www.wslc.org/path-to-power
- Northwest Women's Political Caucus: www.nwpc.org/education-training
- Washington State Republican Party: <https://wsrp.org/grassroots-trainings>
- Washington State Democratic Party: www.wa-democrats.org/riseandrun

Get involved locally

Spend time getting to know your local organizations and join your local party organization (this is especially important in state legislative races). Get involved with your local Democratic or Republican Party. Learn about the players and let them get to know you. This is also a great way to learn more about what issues matter most to the people you hope to serve!

Start early

This one deserves emphasis! If you are planning to run for office, starting these steps a year in advance of when you run will better prepare you for the road ahead. It will also give you time to build key relationships, identify friends and family who will give you grassroots power, and ensure you have the tools to be successful.

As part of its endorsement process, the WSNA-PAC Board reviews the voting records of candidates currently serving in the Legislature. The legislator voting records are developed based on priority bills that WSNA supported during the state legislative sessions. Not all WSNA priority bills were voted on in both chambers, which is why the bill lists differ from Senate to House. As the voting records below indicate, most nursing issues have bipartisan support in Olympia.

2019 LEGISLATOR VOTING RECORD

BILL

- A. Senate Committee on Labor & Commerce (HB 1155)
- B. Senate Committee on Ways & Means (HB 1155)
- C. Rest Breaks – Final Passage (HB 1155)
- D. Rest Breaks – Final Passage Conference Report (HB 1155)
- E. Senate Committee on Labor & Commerce (SB 5190)
- F. Senate Committee on Ways & Means (SB 5190)
- G. Breaks and Overtime Protections – Proposed Bad Amendments (SB 5190)
- H. Workplace Violence Prevention (HB 1931)
- I. Surprise Billing (HB 1065)
- J. UW Behavioral Health Campus (HB 1593)
- K. Foundational Public Health Services (HB 1497)

VOTE

☑ Yes

☒ No

E Excused

Actions in **green** were in favor of WSNA's position

Actions in **red** were opposed to WSNA's position

Senator	District	A	B	C	D	E	F	G	H	I	J	K
Palumbo, Guy (D)	1		☑	☑	☑		☑		☑	☑	☑	E
Becker, Randi (R)	2		☒	☒	☒		☒	☒	☑	☑	☑	☒
Billig, Andy (D)	3		☑	☑	☑		☑		☑	☑	☑	☑
Padden, Mike (R)	4			☒	☒				☑	☑	☑	☑
Mullet, Mark (D)	5		☒	☑	☑				☑	☑	☑	☑
Holy, Jeff (R)	6			☑	☑				☑	☑	☑	☑
Short, Shelly (R)	7			☒	☒			☒	☑	☑	☑	☑
Brown, Sharon (R)	8		☒	☒	☒		☒	☒	☑	☑	☑	☑
Schoesler, Mark (R)	9		☒	☒	☒		☒	☒	☑	☑	☑	☑
Bailey, Barbara (R)	10		☒	☒	☒				☑	☑	☑	☑
Hasegawa, Bob (D)	11		☑	☑	☑		☑		☑	☑	☑	☑
Hawkins, Brad (R)	12			☒	☒				☑	☑	☑	☑
Warnick, Judy (R)	13		☒	☒	☒		☒	☒	☑	☑	☑	☑
King, Curtis (R)	14	☒		☒	☒	☒		☒	☑	☑	☑	☑
Honeyford, Jim (R)	15		☒	☒	☒		☒		☑	☑	☑	☑
Walsh, Maureen (R)	16	☒		☒	☒				☑	☑	☑	E
Wilson, Lynda (R)	17			☒	☒		☒		☑	E	☑	E
Rivers, Ann (R)	18		☒	☒	☑			☒	☑	☑	☑	☑
Takko, Dean (D)	19			☑	E				☑	☑	☑	☑
Braun, John (R)	20		☒	☒	☑	☒	☒	☒	☑	☑	☑	☑
Lias, Marko (D)	21		☑	☑	☑		☑		☑	☑	☑	☑
Hunt, Sam (D)	22		☑	☑	☑		☑		☑	☑	☑	☑
Rolfes, Christine (D)	23		☑	☑	☑		☑		☑	☑	☑	☑
Van De Wege, Kevin (D)	24		☑	☑	☑		☑		☑	☑	☑	☑
Zeiger, Hans (R)	25			☒	☒			☒	☑	☑	☑	☑

Senator	District	A	B	C	D	E	F	G	H	I	J	K
Randall, Emily (D)	26			☑	☑				☑	☑	☑	☑
Darneille, Jeannie (D)	27		☑	☑	☑		☑		☑	☑	☑	☑
O'Ban, Steve (R)	28			☑	☑				☑	☑	☑	☑
Conway, Steve (D)	29	☑	☑	☑	☑	☑	☑		☑	☑	☑	☑
Wilson, Clair (D)	30			☑	☑				☑	☑	☑	☑
Fortunato, Phil (R)	31			☑	☑				☑	☑	☑	☑
Salomon, Jesse (D)	32			☑	☑				☑	☑	☑	☑
Keiser, Karen (D)	33	☑	☑	☑	☑	☑	☑		☑	☑	☑	☑
Nguyen, Joe (D)	34			☑	☑				☑	☑	☑	☑
Sheldon, Tim (D)	35			☒	☒				☑	☑	☑	E
Carlyle, Reuven (D)	36		☑	☑	☑		☑		☑	☑	☑	☑
Saldaña, Rebecca (D)	37	☑		☑	☑	☑			☑	☑	☑	☑
McCoy, John (D)	38			E	☑				E	E	E	☑
Wagoner, Keith (R)	39		☒	☒	☒		☒		☑	☑	☑	☑
Lovelett, Liz (D)	40			☑	☑				☑	☑	☑	☑
Wellman, Lisa (D)	41	☑		☑	☑	☑			☑	☑	☑	☑
Ericksen, Doug (R)	42			☒	☒				☑	☑	☑	☑
Pedersen, Jamie (D)	43		☑	☑	☑		☑		☑	☑	☑	☑
Hobbs, Steve (D)	44			☑	☑				☑	☑	☑	☑
Dhingra, Manka (D)	45			☑	☑				☑	☑	☑	☑
Frockt, David (D)	46		☑	☑	☑		☑		☑	☑	☑	☑
Das, Mona (D)	47			☑	☑				☑	☑	☑	☑
Kuderer, Patty (D)	48			☑	☑				☑	☑	☑	☑
Cleveland, Annette (D)	49			☑	☑			☒	☑	☑	☑	☑

Representative	District	C	D	H	I	J	K
Kloba, Shelley (D)	1	✓	✓	✓	✓	✓	✓
Stanford, Derek (D)	1	✓	✓	✓	✓	✓	✓
Barkis, Andrew (R)	2	✗	✗	✓	✓	✓	✓
Wilcox, J.T. (R)	2	✗	✗	✓	✓	E	✓
Ormsby, Timm (D)	3	✓	✓	✓	✓	✓	✓
Riccelli, Marcus (D)	3	✓	✓	✓	✓	✓	✓
McCaslin, Bob (R)	4	✗	✗	✓	✓	✓	✓
Shea, Matt (R)	4	✗	✗	✓	✓	✓	✓
Callan, Lisa (D)	5	✓	✓	✓	✓	✓	✓
Ramos, Bill (D)	5	✓	✓	✓	✓	✓	✓
Graham, Jenny (R)	6	✓	✓	✓	E	✓	✓
Volz, Mike (R)	6	✓	✓	✓	✓	✓	✓
Kretz, Joel (R)	7	✗	✗	✓	✓	✓	✓
Maycumber, Jacquelin (R)	7	✗	✗	✓	✓	✓	✓
Boehnke, Matt (R)	8	✗	✗	✓	✓	✓	✓
Klippert, Brad (R)	8	✗	✗	✓	✓	✓	✓
Dye, Mary (R)	9	✗	✗	✓	✓	✓	✓
Schmick, Joe (R)	9	✗	✗	✓	✓	✓	✓
Paul, Dave (D)	10	✓	✓	✓	✓	✓	✓
Smith, Norma (R)	10	✗	✓	✓	✓	✓	✓
Bergquist, Steve (D)	11	✓	✓	✓	✓	✓	✓
Hudgins, Zack (D)	11	✓	✓	✓	✓	✓	✓
Goehner, Keith (R)	12	✗	✗	✓	✓	✓	✓
Steele, Mike (R)	12	✗	✗	✓	✓	✓	✓
Dent, Tom (R)	13	✗	✗	✓	✓	✓	✓
Ybarra, Alex (R)	13	✓	✓	✓	✓	✓	✓
Corry, Chris (R)	14	✗	✓	✓	✓	✓	✓
Mosbrucker, Gina (R)	14	✓	✓	✓	✓	✓	✓
Chandler, Bruce (R)	15	✗	✗	✓	✓	✓	✓
Dufault, Jeremie (R)	15	✗	✗	✓	✓	✓	✓
Jenkin, Bill (R)	16	✓	✓	✓	✓	✓	✓
Rude, Skyler (R)	16	✗	✗	✓	✓	✓	✓
Harris, Paul (R)	17	✗	✗	✓	✓	✓	✓
Kraft, Vicki (R)	17	✗	✗	✓	✓	✓	✗
Hoff, Larry (R)	18	✗	E	✓	✓	✓	✗
Vick, Brandon (R)	18	✗	✗	✓	✓	✓	✗
Blake, Brian (D)	19	✓	E	✓	✓	✓	✓
Walsh, Jim (R)	19	✓	E	✓	✓	✓	✗
DeBolt, Richard (R)	20	✗	✗	✓	✓	✓	✓
Orcutt, Ed (R)	20	✓	✓	✓	✓	✓	✓
Ortiz-Self, Lillian (D)	21	✓	✓	✓	✓	✓	✓
Peterson, Strom (D)	21	✓	✓	✓	✓	✓	✓
Doglio, Beth (D)	22	✓	✓	✓	✓	✓	✓
Dolan, Laurie (D)	22	✓	✓	✓	✓	✓	✓
Appleton, Sherry (D)	23	E	✓	E	E	✓	✓
Hansen, Drew (D)	23	✓	✓	✓	✓	✓	✓
Chapman, Mike (D)	24	✓	✓	✓	✓	✓	✓
Tharinger, Steve (D)	24	✓	✓	✓	✓	✓	✓
Chambers, Kelly (R)	25	✗	✓	✓	✓	✓	✓
Gildon, Chris (R)	25	✗	✓	✓	✓	✓	✓

Representative	District	C	D	H	I	J	K
Caldier, Michelle (R)	26	✗	✓	✓	✓	✓	✓
Young, Jesse (R)	26	✗	E	✓	✓	E	✓
Fey, Jake (D)	27	✓	✓	✓	✓	✓	✓
Jenkins, Laurie (D)	27	✓	✓	✓	✓	✓	✓
Kilduff, Christine (D)	28	✓	✓	✓	✓	✓	✓
Leavitt, Mari (D)	28	✓	✓	✓	✓	✓	✓
Kirby, Steve (D)	29	✓	✓	✓	E	✓	✓
Morgan, Melanie (D)	29	✓	✓	✓	✓	✓	✓
Pellicciotti, Mike (D)	30	✓	✓	✓	✓	✓	✓
Reeves, Kristine (D)	30	✓	✓	✓	✓	✓	✓
Irwin, Morgan (R)	31	✗	✓	✓	✓	✓	✓
Stokesbary, Drew (R)	31	✗	✓	✓	✓	✓	✓
Davis, Lauren (D)	32	✓	✓	✓	✓	✓	✓
Ryu, Cindy (D)	32	✓	✓	✓	✓	✓	✓
Gregerson, Mia (D)	33	✓	✓	✓	✓	✓	✓
Orwall, Tina (D)	33	✓	✓	✓	✓	✓	✓
Cody, Eileen (D)	34	✓	✓	✓	✓	✓	✓
Fitzgibbon, Joe (D)	34	✓	✓	✓	✓	✓	✓
Griffey, Dan (R)	35	✗	✗	✓	✓	✓	✓
MacEwen, Drew (R)	35	✗	✗	✓	✓	✓	✓
Frame, Noel (D)	36	✓	✓	✓	✓	✓	✓
Tarleton, Gael (D)	36	✓	✓	✓	✓	✓	✓
Pettigrew, Eric (D)	37	✓	✓	✓	✓	✓	✓
Santos, Sharon Tomiko (D)	37	✓	✓	✓	✓	✓	✓
Robinson, June (D)	38	✓	✓	✓	✓	✓	✓
Sells, Mike (D)	38	✓	✓	✓	✓	✓	✓
Eslick, Carolyn (R)	39	✗	✗	✓	✓	✓	✓
Sutherland, Robert (R)	39	✗	✗	✓	✓	✓	✓
Lekanoff, Debra (D)	40	✓	✓	✓	✓	✓	✓
Morris, Jeff (D)	40	✓	✓	✓	✓	E	✓
Senn, Tana (D)	41	✓	✓	✓	✓	✓	✓
Thai, My-Linh (D)	41	✓	✓	✓	✓	✓	✓
Shewmake, Sharon (D)	42	✓	✓	✓	✓	✓	✓
Van Werven, Luanne (R)	42	✗	✓	✓	✓	✓	✓
Chopp, Frank (D)	43	✓	✓	✓	✓	✓	✓
Macri, Nicole (D)	43	✓	✓	✓	✓	✓	✓
Lovick, John (D)	44	✓	✓	✓	✓	✓	✓
Mead, Jared (D)	44	✓	✓	✓	✓	✓	✓
Goodman, Roger (D)	45	✓	✓	✓	✓	✓	✓
Springer, Larry (D)	45	✓	✓	✓	✓	✓	✓
Pollet, Gerry (D)	46	✓	✓	✓	✓	✓	✓
Valdez, Javier (D)	46	✓	✓	✓	✓	✓	✓
Entenman, Debra (D)	47	✓	✓	✓	✓	✓	✓
Sullivan, Pat (D)	47	✓	✓	✓	✓	✓	✓
Slatter, Vandana (D)	48	✓	✓	✓	✓	✓	✓
Walén, Amy (D)	48	✓	✓	✓	✓	✓	✓
Stonier, Monica Jurado (D)	49	✓	✓	✓	✓	✓	✓
Wylie, Sharon (D)	49	✓	✓	✓	✓	✓	✓

2020 LEGISLATOR VOTING RECORD

BILL

- A. Model Sexual Assault Protocols for Hospitals and Clinics** (SB 6158)
B. Protecting Employee Information from Public Disclosure (HB 1888)
C. Sponsored Nurse Licensure Compact Bill (SB 6209 / HB 2376)
D. Nurse Licensure Compact, Health & Long Term Care Committee Vote (SB 6209)
E. Health System Transparency (HB 2036)
F. Concerning Model Sexual Assault Protocols for Hospitals and Clinics (HB 6158)

VOTE

☑ Yes

☒ No

E Excused

S Sponsored

NP No position

Actions in **green** were in favor of WSNA's position

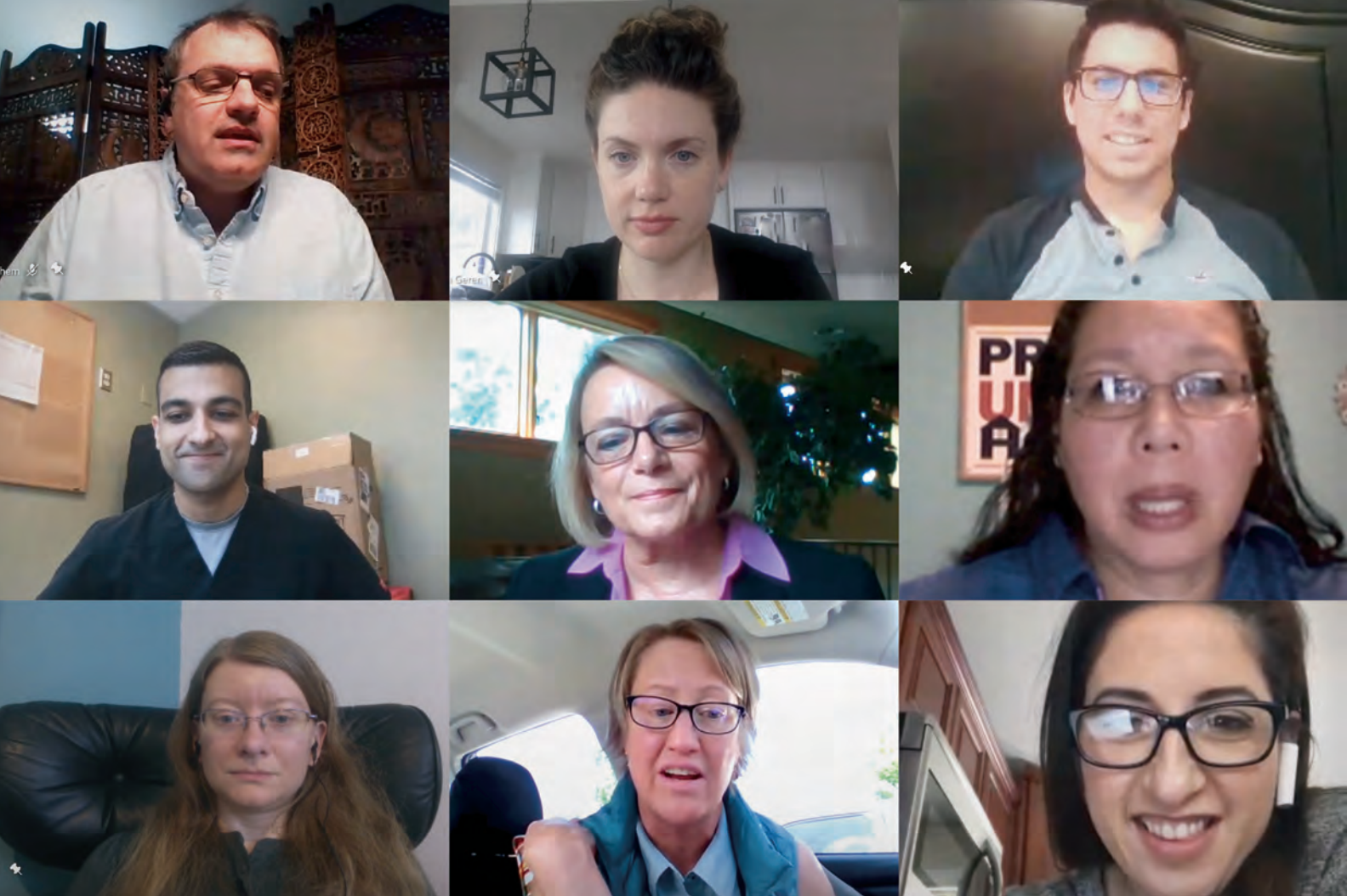
Actions in **red** were opposed to WSNA's position

Senator	District	A	B	C	D
Standford, Derek (D)	1	☑	☑		
Becker, Randi (R)	2	☑	E		NP
Billig, Andy (D)	3	☑	☑	S	
Padden, Mike (R)	4	☑	☒		
Mullet, Mark (D)	5	☑	☑		
Holy, Jeff (R)	6	☑	☑		
Short, Shelly (R)	7	☑	☒		
Brown, Sharon (R)	8	☑	☑		
Schoesler, Mark (R)	9	☑	☒		
Muzzall, Ron (R)	10	☑	☒		☒
Hasegawa, Bob (D)	11	☑	☑	S	
Hawkins, Brad (R)	12	☑	☑		
Warnick, Judy (R)	13	☑	☒		
King, Curtis (R)	14	☑	☑		
Honeyford, Jim (R)	15	☑	☒		
Walsh, Maureen (R)	16	☑	E		
Wilson, Lynda (R)	17	☑	☒		
Rivers, Ann (R)	18	☑	☑		☒
Takko, Dean (D)	19	☑	☑		
Braun, John (R)	20	☑	☒		
Liias, Marko (D)	21	☑	☑	S	
Hunt, Sam (D)	22	☑	☑	S	
Rolfes, Christine (D)	23	☑	☑		
Van De Wege, Kevin (D)	24	☑	☑		☒
Zeiger, Hans (R)	25	☑	☑		

Senator	District	A	B	C	D
Randall, Emily (D)	26	☑	☑	S	☒
Darneille, Jeannie (D)	27	☑	☑		
O'Ban, Steve (R)	28	☑	☑	S	☒
Conway, Steve (D)	29	☑	☑		NP
Wilson, Clair (D)	30	☑	☑	S	
Fortunato, Phil (R)	31	☑	☒		
Salomon, Jesse (D)	32	☑	☑		
Keiser, Karen (D)	33	☑	☑	S	NP
Nguyen, Joe (D)	34	☑	☑		
Sheldon, Tim (D)	35	☑	E		
Carlyle, Reuven (D)	36	☑	☑		
Saldaña, Rebecca (D)	37	☑	☑		
McCoy, John (D)	38	☑	☑		
Wagoner, Keith	39	☑	☒		
Lovelett, Liz (D)	40	☑	☑		
Wellman, Lisa (D)	41	☑	☑		
Ericksen, Doug (R)	42	☑	☒		
Pedersen, Jamie (D)	43	☑	☑		
Hobbs, Steve (D)	44	☑	☑		
Dhingra, Manka (D)	45	☑	☑	S	☒
Frockt, David (D)	46	☑	☑		☒
Das, Mona (D)	47	☑	☑		
Kuderer, Patty (D)	48	☑	☑	S	
Cleveland, Annette (D)	49	☑	☑	S	☒

Representative	District	B	C	E	F
Duerr, Davina (D)	1	✓		✓	✓
Stanford, Derek (D)	1	✓		✓	✓
Barkis, Andrew (R)	2	✓		✗	✓
Wilcox, J.T. (R)	2	✓		✗	✓
Ormsby, Timm (D)	3	✓	S	✓	✓
Riccelli, Marcus (D)	3	✓	S	✓	✓
McCaslin, Bob (R)	4	✓		✗	✓
Shea, Matt (R)	4	✓		✗	✓
Callan, Lisa (D)	5	✓		✓	✓
Ramos, Bill (D)	5	✓		✓	✓
Graham, Jenny (R)	6	✓	S	✗	✓
Volz, Mike (R)	6	✓	S	✗	✓
Kretz, Joel (R)	7	✓		✗	✓
Maycumber, Jacquelin (R)	7	✓		✗	✓
Boehnke, Matt (R)	8	✓		✗	✓
Klippert, Brad (R)	8	✓		✗	✓
Dye, Mary (R)	9	✗		✗	✓
Schmick, Joe (R)	9	✓		✗	✓
Paul, Dave (D)	10	✓		✓	✓
Smith, Norma (R)	10	✓		✗	✓
Bergquist, Steve (D)	11	✓		✓	✓
Hudgins, Zack (D)	11	✓		✓	✓
Goehner, Keith (R)	12	✓		✗	✓
Steele, Mike (R)	12	✓		✗	✓
Dent, Tom (R)	13	✗		✗	✓
Ybarra, Alex (R)	13	✓		✗	✓
Corry, Chris (R)	14	✗		✗	✓
Mosbrucker, Gina (R)	14	✓		✗	✓
Chandler, Bruce (R)	15	✗		✗	✓
Dufault, Jeremie (R)	15	✗		✗	✓
Jenkin, Bill (R)	16	✓		✗	✓
Rude, Skyler (R)	16	✓		✗	✓
Harris, Paul (R)	17	✓	S	✗	✓
Kraft, Vicki (R)	17	✓		✗	✓
Hoff, Larry (R)	18	✓		✗	✓
Vick, Brandon (R)	18	✓		✗	✓
Blake, Brian (D)	19	✓		✓	✓
Walsh, Jim (R)	19	✓		✗	✓
DeBolt, Richard (R)	20	✓		✗	✓
Orcutt, Ed (R)	20	✓		✗	✓
Ortiz-Self, Lillian (D)	21	✓		✓	✓
Peterson, Strom (D)	21	✓		✓	✓
Doglio, Beth (D)	22	✓	S	✓	✓
Dolan, Laurie (D)	22	✓		✓	✓
Appleton, Sherry (D)	23	✓	S	✓	✓
Hansen, Drew (D)	23	✓		✓	✓
Chapman, Mike (D)	24	✓		✗	✓
Tharinger, Steve (D)	24	✓		✓	✓
Chambers, Kelly (R)	25	✓		✗	✓
Gildon, Chris (R)	25	✓	S	✗	✓

Representative	District	B	C	E	F
Caldier, Michelle (R)	26	✓	S	✗	✓
Young, Jesse (R)	26	✓		✗	✓
Fey, Jake (D)	27	✓		✓	✓
Jenkins, Laurie (D)	27	✓		✓	✓
Kilduff, Christine (D)	28	✓	S	✓	✓
Leavitt, Mari (D)	28	✓		✓	✓
Kirby, Steve (D)	29	✓		✓	✓
Morgan, Melanie (D)	29	✓		✓	✓
Pellicciotti, Mike (D)	30	✓		✓	✓
Reeves, Kristine (D)	30	✓		✓	✓
Irwin, Morgan (R)	31	✓		✗	✓
Stokesbary, Drew (R)	31	✗		✗	✓
Davis, Lauren (D)	32	✓		✓	✓
Ryu, Cindy (D)	32	✓	S	✓	✓
Gregerson, Mia (D)	33	✓		✓	✓
Orwall, Tina (D)	33	✓		✓	✓
Cody, Eileen (D)	34	✓		✓	✓
Fitzgibbon, Joe (D)	34	✓		✓	✓
Griffey, Dan (R)	35	✓		✗	✓
MacEwen, Drew (R)	35	✓		✗	✓
Frame, Noel (D)	36	✓		✓	✓
Tarleton, Gael (D)	36	✓		✓	✓
Pettigrew, Eric (D)	37	✓		✓	✓
Santos, Sharon Tomiko (D)	37	✓		✓	✓
Robinson, June (D)	38	✓	S	✓	✓
Sells, Mike (D)	38	✓		✓	✓
Eslick, Carolyn (R)	39	✓		✗	✓
Sutherland, Robert (R)	39	✗		✗	✓
Lekanoff, Debra (D)	40	✓		✓	✓
Ramel, Alex (D)	40	✓		✓	✓
Senn, Tana (D)	41	✓		✓	✓
Thai, My-Linh (D)	41	✓		✓	✓
Shewmake, Sharon (D)	42	✓		✓	✓
Van Werven, Luanne (R)	42	✓		✗	✓
Chopp, Frank (D)	43	✓		✓	✓
Macri, Nicole (D)	43	✓	S	✓	✓
Lovick, John (D)	44	✓		✓	✓
Mead, Jared (D)	44	✓		✓	E
Goodman, Roger (D)	45	✓		✓	✓
Springer, Larry (D)	45	✓		✓	✓
Pollet, Gerry (D)	46	✓		✓	✓
Valdez, Javier (D)	46	✓		✓	✓
Entenman, Debra (D)	47	✓		✓	✓
Sullivan, Pat (D)	47	✓		✓	✓
Slatter, Vandana (D)	48	✓		✓	✓
Walen, Amy (D)	48	✓		✓	✓
Stonier, Monica Jurado (D)	49	✓		✓	✓
Wylie, Sharon (D)	49	✓	S	✓	✓



Your voice is more essential than ever.
Make it heard.

Advocacy Camp

For schools, nursing students & WSNA Members

Jan. 25, 2021 ONLINE LIVE EVENT

Lobby Day


For WSNA members

Feb. 4, 2020 ONLINE LIVE EVENT



Information and registration at wsna.org/legislative

Why I give...



"I believe in supporting the WSNA-PAC so that we can advocate for candidates who will go to Olympia and advocate for nurses and patients."

— Clarise Mahler, RN



Washington State
Nurses Association
**Political
Action
Committee**

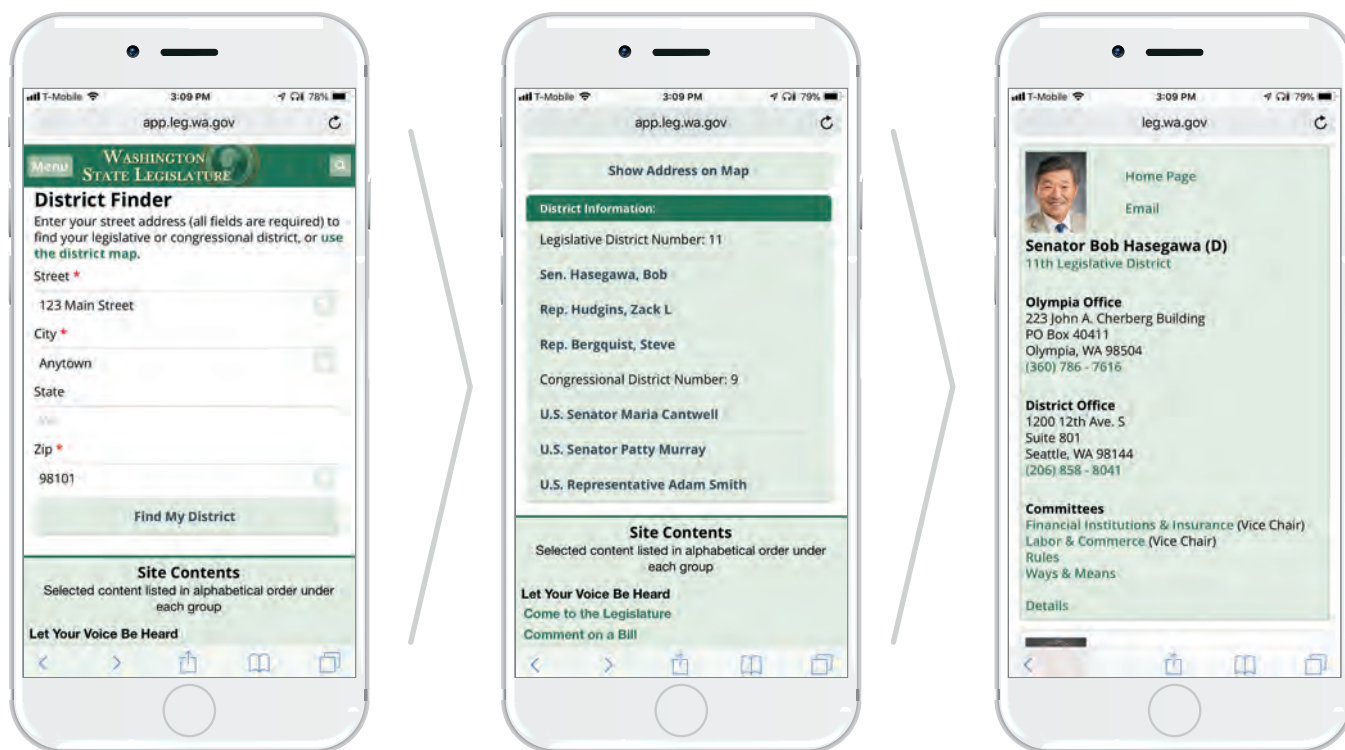
Learn more about WSNA-PAC
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WHAT LEGISLATIVE DISTRICT DO I LIVE IN?

Use your smartphone to look up your legislative district in two easy steps.

Both your legislative district and congressional district will be displayed with links to your elected officials' contact information.

- 1** Visit <https://app.leg.wa.gov/districtfinder>.
- 2** Enter your home address.



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Nurses Foundation website and
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KNOW THE FACTS

Approve Referendum 90: Protecting the health and safety of our students

In 2019, a coalition of parents, educators, medical professionals and advocates worked to pass a law in Washington state focused on keeping young people safe and healthy. The 2020 Legislature passed the proposal, ESSB 5395, after engagement with communities, parents and educators. Both the School Nurse Organization of Washington and WSNA supported this legislation.

ESSB 5395 requires all public schools to teach age-appropriate, inclusive and comprehensive sexual health education to K-12 students.

Under this law, schools are provided with a list of approved comprehensive sexual health education curriculums from the Office of the Superintendent of Public Instruction (OSPI) that they can choose from. Curriculums vary based on grade. Schools can submit alternative curriculum for approval by OSPI. K-3 students will continue existing social-emotional learning, as school districts are not mandated to offer sexual health education to children in that age group.

The curriculum must be medically and scientifically accurate and age appropriate.

Approved curriculum includes information about consent, media literacy and the development of meaningful relationships, in addition to health care and prevention resources. All curriculum, instruction and materials must use language and strategies that recognize all members of protected classes. Parents must be notified of the programs by their child's school.

Access to good sexual education is an equity issue.

Research shows that Black and Latinx youth are more likely to hold false beliefs about sex and contraception. Integrating comprehensive sex education in public schools statewide increases equity and access to accurate information. LGBTQ youth deserve to see themselves reflected positively in sexual health education and be accepted by their teachers and peers.

Vote to approve Referendum 90

Referendum Measures are laws recently passed by the Legislature that are placed on the ballot because of petitions signed by voters. In the case of Referendum 90 (R-90), nearly 130,000 registered voters petitioned that ESSB 5395 does not reflect the interests of the majority of voters in Washington state and the new sex education law should be repealed.

We must prevent ESSB 5395 from being repealed by approving R-90.

Repealing our new sexual health education law will leave too many young people with inaccurate or incomplete information about how to keep themselves safe and healthy and make good decisions. Repealing this law would be a disadvantage for youth in communities across the state — especially BIPOC, LGBTQ and/or students with disabilities, who are at particular risk.

“The School Nurse Organization of Washington supports R-90 because it is important for our students to have access to accurate health information,” said Liz Pray, School Nurse Organization of Washington (SNOW) president. “It is equally important that our students learn skills to establish healthy relationships, including understanding boundaries and consent. These are foundational skills that will keep students safe.”

Why this new law is important

Young people who have quality sex education are less likely to partake in risky sex behavior, experience unintended pregnancy or contract a sexually transmitted infection.

- › Young people need access to information and resources about healthy relationships to help them understand how to respect personal boundaries, ask for consent, and learn how to say and receive a “no.”
- › LGBTQ youth deserve to see themselves reflected positively in sexual health education and be accepted by their teachers and peers.
- › Providing sex education in public schools promotes racial equity; schools with predominantly Black and Brown student populations are more likely to use abstinence-only education, and students of color are more burdened with societal stigmas and stereotypes about their sexual choices.
- › Young children who are being abused need communication and language tools to be able to share their experiences with a trusted adult.

Approve Referendum 90 is supported by

School Nurse
Organization of
Washington

Washington Association
of School Social Workers

Washington Chapter of
the American Academy
of Pediatrics

Washington Coalition of
Sexual Assault Programs

Washington Education
Association

Washington State
Association of School
Psychologists

Washington State
Coalition Against
Domestic Violence

Washington State
Nurses Association

Washington State Public
Health Association

... and many more.

For more information

Please check out the
Approve R-90 website at
approve90wa.org

To read the bill in full

Visit <http://lawfilesexternal.leg.wa.gov/biennium/2019-20/Pdf/Bills/Session%20Laws/Senate/5395-S.SL.pdf?q=20200824111619>

NURSE LICENSURE COMPACT

ASKING FOR AN UPGRADE

WSNA has long opposed the Nurse Licensure Compact for a variety of reasons — and in 2019, WSNA representatives spent nearly 20 hours meeting with the members of the Nursing Care Quality Assurance Commission (NCQAC) to discuss those concerns. In the end, many of our key concerns remained.

While WSNA opposed a 2020 bill to enter Washington state into the Nurse Licensure Compact (NLC), we committed to working with other states to ask the NLC administrators to make changes at the national level that would address our concerns, which are shared by many states that are, like Washington state, leaders in health care.

What follows here is:

- A letter to the NLC administrators (through the National Council of State Boards of Nursing) signed by 11 states outlining our concerns with the NLC and asking for changes
- A look at the 10 best and worst health care states and whether they participate in the NLC
- A series of myths vs. facts about the NLC

UNTIL THE CONCERNS OUTLINED IN THE LETTER TO NLC ADMINISTRATORS AND IN THE MYTHS VS. FACTS ARE ADDRESSED AT THE NATIONAL LEVEL, THE NLC IS NOT A GOOD OPTION FOR WASHINGTON STATE.



TOP 10 BEST STATES FOR HEALTH CARE

The following states are considered the best states for health care as of 2019. The ranking is based on health care access, health care quality and public health.¹

The states highlighted in yellow are members of the Nurse Licensure Compact.

1. Hawaii
2. Massachusetts
3. Connecticut
4. Washington
5. Rhode Island**
6. New Jersey
7. California
8. Maryland
9. Utah
10. Minnesota

**Rhode Island was in the original compact and chose not to join the enhanced compact in 2017.

TOP 10 WORST STATES FOR HEALTH CARE

The following states are considered the worst states for health care as of 2019. The ranking is based on health care access, health care quality and public health.¹

The states highlighted in yellow are members of the Nurse Licensure Compact.

1. Mississippi
2. Arkansas
3. West Virginia
4. Oklahoma
5. Alabama
6. Louisiana
7. Kentucky
8. Tennessee
9. Wyoming
10. Missouri

¹ Health Care Ranking, U.S. News & World Report, www.usnews.com/news/best-states/rankings/health-care. Accessed August 2020.

June 19, 2020

Julia George, MSN, RN, FRE
President of the Board of Directors
National Council of State Boards of Nursing.
111 East Wacker Drive, Suite 2900
Chicago, IL 60601-4277

Dear Ms. George,

We, the undersigned state nurses associations, are writing to request that the National Council of State Boards of Nursing consider changes to the Nurse Licensure Compact (NLC) that will allow us to understand the impact of the Compact on our states and nationally. We believe such changes are necessary to convince states currently opting out to join the NLC.

- **Registration Requirement / Data Collection**

Proponents of the NLC say that the NLC will improve access to care and help with states' nursing shortage. However, because a registration requirement for nurses entering a state under a Compact license is not allowed under the Compact, no data exists to prove either of these statements are true. In fact, many states in the NLC still say they have a nursing shortage.

The New Mexico Legislature recently passed a bill outside of the NLC legislation that would require nurses entering New Mexico under a Compact licensure to register within 30 days with the State Board of Nursing. Registration allows a state to know who is practicing within its borders and to track the flow of nurses into the state – helping us understand how and where the NLC is making a difference. For example, is the NLC being used by predominantly by nurses living in border cities? Is the NLC bringing additional nurses into New Mexico? Or are more nurses leaving New Mexico to work across the border in Texas?

These questions are critical for workforce planning and development. They are also important for disciplinary proceedings against a nurse license. If states don't know who is practicing in a particular jurisdiction, having advance notice of a disciplinary investigation of a nurse for NLC states is no longer useful.

Knowing who is interested in a Compact versus a home state license and where they are practicing is necessary to understanding our national, regional, and state-based nursing workforce. As nursing associations located in states party to the NLC and states that have opted out, we can agree that this is a flaw in the NLC. **We ask that NCSBN work to fix this and align the NLC with the registration requirements found in other health profession compacts.**

- **Education Tool for Nurses**

Because practice acts vary from state to state, we request that NCSBN create an education tool for nurses practicing under a Compact license to ensure understanding of the biggest differences between Nurse Practice Acts. Because liability of a nurse's practice and license is based in the state where the patient is, nurses opting for a Compact license need to both understand that this is the case and have a reference tool that calls out major differences and links to each state practice act.

For example, some states allow registered nurses to perform conscious sedation using the drug propofol, while others do not. If administered incorrectly, this drug can be deadly – it is widely associated with the death of pop star Michael Jackson. Another example is delegation, where practices vary greatly from state to state. It is in the interest of patient safety to assure that nurses are aware of the Nurse Practice Act in each state in which they are practicing, including major differences.

When the Washington State Nurses Association raised this with its own Nursing Commission (i.e., State Board of Nursing), they were told that NCSBN expects that perhaps they or the American Nurses Association could create such a document. As national administrators of the NLC, who states pay to be party to the Compact, we believe that NCSBN must not abdicate its responsibility to party states and to nurses who pay for a Compact license. **We ask that NCSBN undertake this work and provide a date by which such an education tool will be available.**

- **Fiscal Analysis of NLC Impact on State Boards of Nursing**

State Boards of Nursing have faced various financial loss scenarios when implementing the NLC. While states that were early adopters of the NLC only offered a multi-state license, states joining more recently have offered the NLC as an option in addition to a regular home state license. So far, many of these states have experienced an average of 12 – 16 percent of nurses opting for the Compact license.

It is imperative that states considering joining the NLC have a better understanding of how such a decision would financially impact their State Board of Nursing and nurse home state licensure fees. For example, Vermont’s Board of Nursing performed a fiscal analysis that showed it could lose a quarter of its revenue if the state joined the NLC. In Washington state, limited fiscal analysis provided has indicated that joining the NLC could push home state nursing license fees upwards of \$200.

We ask that NCSBN provide a fiscal analysis of states party to the Compact showing the financial impact the NLC has had on their State Boards of Nursing and on their state-only license fees.

- **Transparency of Proceedings and Finance**

Many states have open public meeting laws and have strong concerns that the NLC administrative body conflicts with those statutes. Under the NLC, the national Compact administrators can hold closed, non-public meetings under certain circumstances. This is concerning given that the NLC is administered by a non-governmental body of which there is no regulatory oversight and is not beholden to the public.

When New Mexico tried to align its participation in the NLC with its open public meetings law by passing a law that would require “[a]ll agendas, minutes, reports, and rulemaking records” of the national Compact administrative body to be filed with its State Board of Nursing, it received a letter from the Special Counsel of the Interstate Nurse Licensure Compact Administrators Commission stating that such state laws “are not permitted” and would be cause for legal action or termination of New Mexico’s participation in the Compact. It is concerning that the national Compact administrators have power to enact rules that are binding on each state. States should have the

authority to make those rulemaking records, meeting minutes, associated agendas and reports available to the public.

Additionally, given the revenue loss that State Boards of Nursing experience when joining the NLC, it is important that NCSBN provide financial transparency allowing states to understand how much revenue in multi-state/Compact license fees is collected and how those funds are spent.

We ask that NCSBN provide full transparency of all meetings and documents related to the NLC and its administration to ensure compliance with state laws regarding open public meetings. We ask that NCSBN provide financial transparency allowing states to understand how much revenue in multi-state/Compact license fees NCSBN is collecting to administer the Compact and how those funds are being spent.

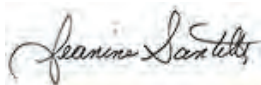
Many of our states have spent considerable time and effort attempting to better understand the impact that the NLC is having on nursing shortages, on individual nurses, and on revenue and license fee projections for our respective State Boards of Nursing. Without this information, our states do not have a clear picture of whether the NLC is meeting its intended goals or how it would potentially impact nurses and our State Boards of Nursing.

We look forward to your response.

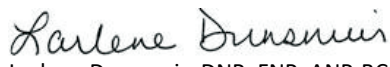
Sincerely,




Sally Watkins, PhD, RN
Executive Director
Washington State Nurses Association



Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN
Executive Director
ANA – New York



Larlene Dunsmuir, DNP, FNP, ANP-BC
ED of Professional Services
Oregon Nurses Association



Debbie White, RN
President
New Jersey Health Professionals and Allied Employees



Vicky Byrd, MSN, RN, OCN
Executive Director
Montana Nurses Association



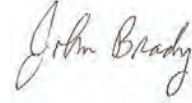
Deb Snell, RN
President
Vermont Federation of Nurses & Health Professionals



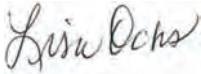
Donna Phillips, BSN, RN
Alaska Nurses Association/AFT #1953



Jan Hochadel
President
AFT Connecticut



John Brady, RN
Vice President
AFT Connecticut



Lisa Ochs
Chief Executive Officer
Ohio Nurses Association



Linda McDonald, RN
President
United Nurses and Allied Professionals, Rhode Island



Marketa Houskova, DNP, MAIA, BA, RN
Executive Director
American Nurses Association, California

NURSE LICENSURE COMPACT MYTH VS. FACT

QUICK FACTS:

When Washington state did not have as great a surge in spring COVID-19 cases as initially feared, WSNA members were low-censused, furloughed, or experienced layoffs, while travelers from other states stayed on contract. Providers from other states displaced members licensed in Washington, who were best equipped in skills and experience to care for patients in our state.

—
Washington state already has expedited licensure for military spouses and partners seeking a nursing license.

MYTH *The Nurse Licensure Compact (NLC) will improve access to care and help with the state's nursing shortages.*

FACT Because a registration requirement for nurses entering a state under a Compact license is not allowed under the Compact, no data exists to prove that access to care has improved under the NLC. In fact, many states in the NLC still say they have a nursing shortage.

MYTH *Nurse licensure is a long and cumbersome process for military spouses.*

FACT Washington state already has expedited licensure for military spouses and partners seeking a nursing license. The Nursing Commission says it takes about 10 days for processing these licensing requests — and they then know that a nurse has requested a Washington state license and intends to practice in our state.

Last year, you may have heard us say that we believed the best way to support military spouses who want to obtain a Washington nursing license is to either waive the \$125 application fee or waive or reduce the \$125 license fee. Then we learned that the Department of Defense (DOD) provides \$1,000 to military families when they move to cover incidental expenses such as licensure — so DOD said these fee waivers are unnecessary.

MYTH *The NLC will make nurse licensure faster and easier in the case of a disaster or public health emergency.*

FACT Under RCW 70.15, The Uniform Emergency Volunteer Health Practitioners Act, health practitioners can practice across state borders when an emergency declaration is in effect. Health practitioners, registered with a registration system and with a license in good standing in their home state, may practice in Washington during the emergency declaration. This act applies to health care practitioners from out of state and those whose licenses are inactive.

This act was put into practice at the start of the COVID-19 outbreak. In March 2020, over 4,500 health care workers submitted emergency volunteer practitioner applications. The Department of Health (DOH) maintains a roster of volunteer health care practitioners practicing under the emergency declaration. Under the act, DOH has the authority to regulate any matters necessary to coordinate the provision of health services during an emergency, including where a practitioner works, how long they work and what types of practitioners can volunteer.

Under the NLC, this type of registration and regulation does not exist.

During the COVID-19 pandemic, when preparing for surge capacity, Washington's Nursing Commission issued new licenses within 24 hours.

Additionally, with the federal State of Emergency declaration, the U.S. Department of Health and Human Services (HHS) declared that health care providers may practice across state lines as long as they are in good standing with their home state license.

In the end, when Washington state did not have as great a surge in spring COVID-19 cases as initially feared, WSNA members were low-censused, furloughed, or experienced layoffs, while travelers from other states stayed on contract. Providers from other states displaced members licensed in Washington, who were best equipped in skills and experience to care for patients in our state.

This current public health crisis has proven that being in the NLC would be a moot point in a disaster or a public health emergency — and it has shown that our state already has the correct systems in place to ensure licensure is easy and fast, and that nurses coming into Washington state are registered with the Department of Health so that we know they are here.

MYTH *The NLC will have no financial impact on Washington state.*

FACT State Boards of Nursing have faced various financial loss scenarios when implementing the NLC. While states that were early adopters of the NLC only offered a multi-state license, states joining more recently have offered the NLC as an option in addition to a regular home state license. So far, many of these states have experienced an average of 12-16% of nurses opting for the Compact license.

It is imperative that states considering joining the NLC have a better understanding of how such a decision would financially impact their State Board of Nursing and nurse home state licensure fees. For example, Vermont's Board of Nursing performed a fiscal analysis that showed it could lose a quarter of its revenue if the state joined the NLC. In Washington state, limited fiscal analysis has indicated that joining the NLC could push home state nursing license fees upwards of \$200.

MYTH *Washington state can amend NLC legislation to comply with Washington state laws or to require registration.*

FACT States are not allowed to amend NLC legislation. The legislation must be identical to NLC legislation in all Compact states. The New Mexico Legislature recently passed a bill outside of the NLC legislation that would require nurses entering New Mexico under a Compact license to register within 30 days with the State Board of Nursing. The NLC administration — National Council of State Board of Nursing (NCSBN) — sent them a cease and desist order stating that if this clause remains, New Mexico will be removed from the Compact.

Because of this restriction, Washington state is unable to make desired changes to the Compact to reflect our state's values, such as adding a registration requirement or requiring that out-of-state nurses comply with our suicide prevention training for Washington state nurses.

QUICK FACTS:

The Nursing Commission would not be able to track who is working in Washington state under a Compact license for purposes of discipline or workforce planning.

Joining the NLC could push home state nursing license fees upwards of \$200.

Washington state is unable to make desired changes to the Compact to reflect our state's values.

MYTH *The NLC is just like the other health profession compacts in Washington state.*

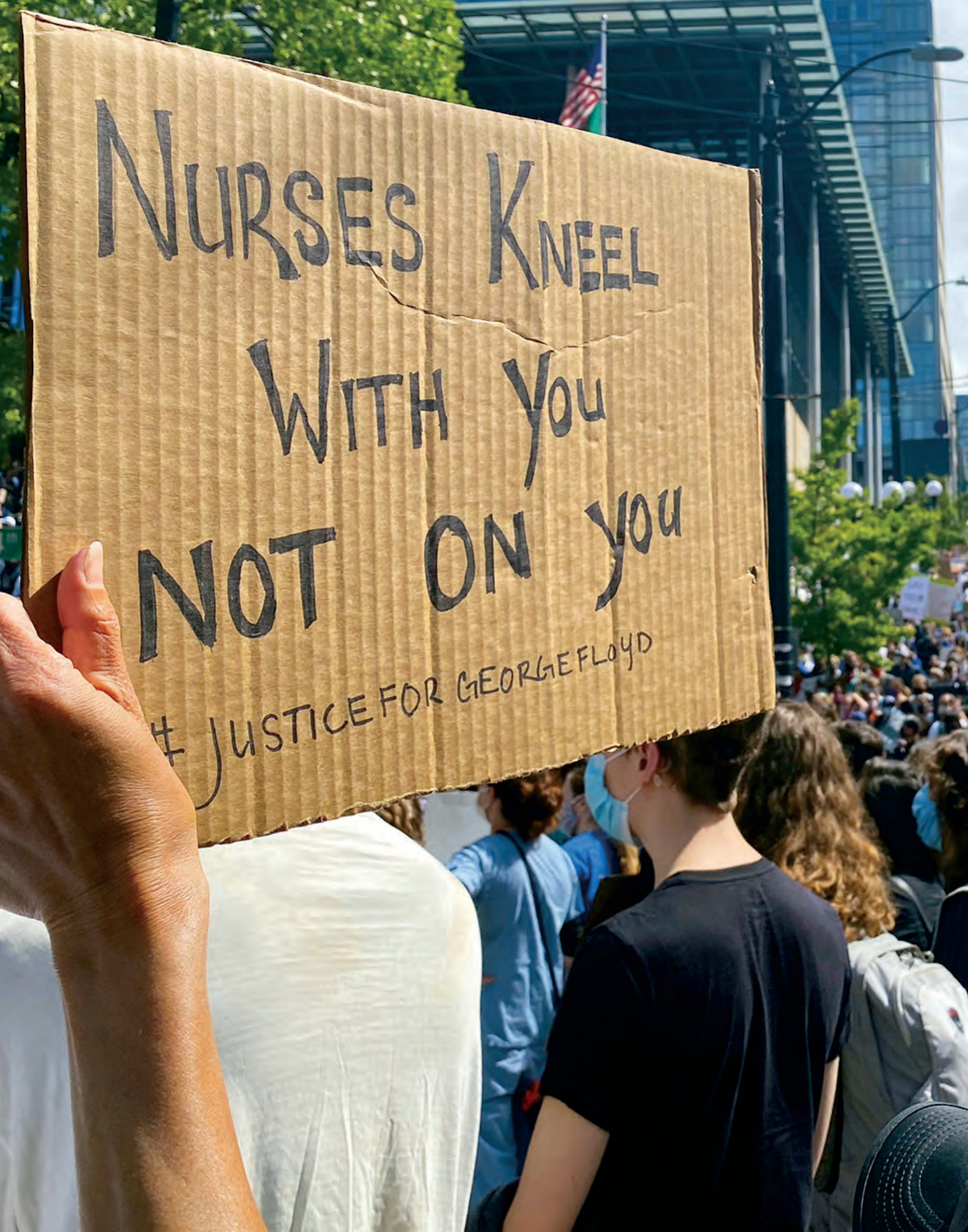
FACT The NLC is an outlier among health profession compacts. While the Physician and Physical Therapy compacts include a registration requirement when a practitioner enters a state under a Compact license, the Nursing Compact has no such requirement. This means that the Nursing Commission would not be able to track who is working in Washington state under a Compact license for purposes of discipline or workforce planning.

NURSES KNEEL

WITH YOU

NOT ON YOU

JUSTICE FOR GEORGE FLOYD



ONGOING WORK ON RACIAL JUSTICE

The killing of George Floyd at the hands of police on May 25 prompted protests around the country that continue to this day, bringing racism and anti-Blackness to the forefront. Floyd's death followed that of Ahmaud Arbery and Breonna Taylor, and subsequent shootings of Black people by police include the Aug. 23 shooting of Jacob Blake in Kenosha, Wisconsin.

WSNA issued a statement calling for an end to systemic racism, racial violence and police brutality on May 31. On June 5, WSNA's president and cabinet chair shared a letter calling racism a public health emergency. The American Nurses Association and AFT – Nurses and Health Professionals, our national union, issued statements, as well.

Our organizations recognize that a statement is not enough and that we need to work actively to dismantle systemic racism, end violence at the hands of police and eliminate health disparities. The COVID-19 crisis and its disproportionate effects on Black, Indigenous and Latinx communities have underlined the need to address the crises of racism, COVID-19 and the economic impacts of the pandemic, which are also falling most heavily on communities of color.

WSNA recognizes that we have much to do as an organization to address systemic racism. We have conducted diversity, equity and inclusion trainings with the WSNA Board of Directors, Cabinet on Economic and General Welfare, and WSNA staff, and the Board and Cabinet are working with staff and members to craft a resolution for consideration at the 2021 WSNA Convention and Business Meeting to include specific action steps moving forward.

Resolutions on racial justice were approved at the recent ANA Membership Assembly and by the AFT Executive Council.

We recognize that a resolution does not represent decisive action to dismantle racism and health disparities — it is a commitment and a plan of action. We hope you join us in moving the work forward.

PHOTO: MATTHEW VIVON



WSNA STATEMENT

WSNA STATEMENT CALLING FOR AN END TO SYSTEMIC RACISM, RACIAL VIOLENCE AND POLICE BRUTALITY

May 31, 2020

“I can’t breathe.”

When we hear those words, our automatic response as nurses is to listen and try to help, to try to preserve life.

But in the case of the killing of George Floyd just a few days ago, those words are also a call to action — a call to speak out and act against racism and the killing of yet another Black person at the hands of those

who are supposed to serve and protect.

George Floyd’s death comes on the heels of a deeply troubling couple of weeks — when Breonna Taylor and Ahmaud Abery were senselessly killed. It comes on the heels of a white woman calling the police and threatening the safety of Christian Cooper in New York’s Central Park. And this on the heels of countless other Black deaths at the hands of law enforcement and those who seek to do harm to someone who does not share their skin color.

Racism has a 400-year history in America — and the hand of racism rests heavily on the health care system and public health. We know that people of color face systemic barriers to accessing health

care and being listened to or heard. It is the reason African American women face higher rates of maternal death and why the burden of the coronavirus pandemic is falling more heavily on people of color. It is why African Americans have the highest death rate and shortest survival of any racial and ethnic group in the U.S. for most cancers. It is why African Americans are almost twice as likely to die from a firearm than their white counterparts. And, it is why we as nurses most look racism in the face and call it what it is.

This is a public health crisis — one that has taken Black lives for hundreds of years. Nurses are called on to advocate for their patients and their communities. That is why we cannot remain silent.

The Washington State Nurses Association stands in solidarity with all those who are calling for an end to systemic racism, racial violence and police brutality. We also are calling on our profession to look hard at the many ways racism manifests itself in our health care system and in patient care. We must do better.

We know that a statement is not enough and that this is not an isolated incident. We are calling for action to bring George Floyd’s killers to justice and justice for the many victims of racist violence before him.

A LETTER TO OUR NURSES

RACISM IS A PUBLIC HEALTH EMERGENCY

June 5, 2020

We, as a country, are facing a double crisis. We are fighting to slow the spread of the coronavirus and to get nurses and other health care workers what we need to safely care for our patients. We are also facing the crisis of systemic racism manifested in the killing of George Floyd and many other Black and Brown people at the hands of the police. Racism is a public health emergency as much as the coronavirus pandemic is, but it can't be solved by developing a vaccine, instituting widespread testing or social distancing.

This is why as nurses, as a professional association and as a labor union, WSNA is supporting the efforts led by Black organizations to protest systemic racism and bring justice for George Floyd, Breonna Taylor, Manuel Ellis and too many other Black Americans who have died at the hands of law enforcement officers.

These crises are intertwined. The hand of racism rests heavily on the health care system and public health. We know that people of color face systemic barriers to accessing health care and being listened to or heard. We also know that COVID-19 is having a disproportionate impact on people of color. Black Americans are

more likely to develop COVID-19 and have a higher rate of hospitalization, mechanical ventilation and death. Add to that the disproportionate economic impact on Black and Brown communities, including greater rates of job losses, and the public health crises of the coronavirus and racism are inseparable.

Registered nurses have a long history of working with our partners in law enforcement to address mental illness and violence in our community and workplaces. We recognize that many of us have family, spouses and friends that work in law enforcement who share our deep concern and outrage against racist acts. Across the country, we have seen officers "take a knee" in solidarity with protesters.

The issues we are speaking out against are systemic. We are calling on our law enforcement colleagues to recognize racism as a major issue; self-reflect on the impact of racism and their relationships with the community; accept accountability; and commit to true reform to address racism.

Racism has a 400-year history in America that has taken Black lives for hundreds of years. Nurses are called on to advocate for their patients and their communities. That is why we cannot remain silent. That is why the Washington State Nurses Association stands in solidarity with all those who are calling for an end to systemic racism, racial violence and police brutality.

WSNA supports the principles outlined in the "open letter advocating for an anti-racist public health response to demonstrations against systemic injustice occurring during the COVID-19 pandemic" spearheaded by University of Washington infectious disease experts and signed by 1,288 public health professionals, infectious diseases professionals and community stakeholders.

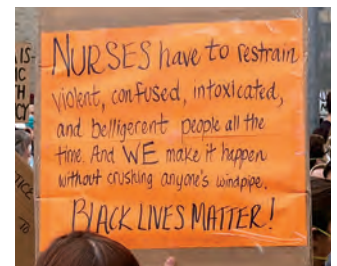
As the letter states, "To the extent possible, we support the application of these public health best practices during demonstrations that call attention to the pervasive lethal force of white supremacy. However, as public health advocates, we do not condemn these gatherings as risky for COVID-19 transmission. We support them as vital to the national public health and to the threatened health specifically of Black people in the United States. We can show that support by facilitating safest protesting practices without detracting from demonstrators' ability to gather and demand change."

We also recognize that the choice to participate in any in-person demonstration is individual and that many, especially those at high risk for COVID-19, won't be comfortable participating in an in-person protest. Nurses have never been known to stand by and do nothing when our patients are hurting. Now is no different. Nurses are also known for critical thinking and being thoughtful educators. Now is no different. We

encourage you to make the right decision for yourself and keep your eyes open for other opportunities to support systemic changes that will improve the health and safety of our communities in the coming weeks and months.

— Lynnette Vehrs, MN, RN,
WSNA President

— Julia Barcott, RN, Chair
of the WSNA Cabinet on
Economic & General Welfare



ANA Membership Assembly 2020

The ANA Membership Assembly was held virtually on June 19. In addition to passing the Resolution on Racial Justice for Communities of Color, the Assembly re-elected Dr. Ernest Grant to a second term as President of ANA, along with a slate of ANA Board members. On June 25, ANA took its traditional Hill Day online with a virtual advocacy day.

Of his re-election, Dr. Grant said:

“It is with great pride, duty and purpose that I serve nurses, represent nurses, and advocate on behalf of nurses nationwide. Throughout history, nurses have responded to every public health crisis, marched for civil rights and provided patients and communities optimal care. As our nation grapples with the COVID-19 pandemic, racism and health inequities, nurses are once again demonstrating the resolve, compassion and undisputed skill that defines our distinguished profession. Undoubtedly, the “Year of the Nurse” looks much different than we had expected. We have experienced tremendous loss, but we are resilient, and we will emerge even stronger. I am forever proud to be a nurse and to serve our profession in the company of other great leaders.”

ANA RESOLUTION

RACIAL JUSTICE FOR COMMUNITIES OF COLOR

June 19, 2020

The American Nurses Association (ANA) 2020 Membership Assembly condemns the brutal death of George Floyd and the many other Black, Indigenous, and People of Color who have been unjustly killed by individuals within law enforcement. Such cruelty and abject racism must not go unchallenged.

Racism is a public health crisis that impacts the mental, spiritual, and physical health of all people. The Code of Ethics for Nurses with Interpretive Statements obligates nurses to be allies and to advocate and speak up against racism, discrimination, and injustice. Consistent with this obligation, ANA has taken positions against racism, discrimination and health care disparities and advocating for human rights.

ANA, along with nurses everywhere, are again called to action. Collectively, we must emerge from silence and speak with one strong voice as leaders and role models of compassion and empathy for our patients, families, communities and most importantly, toward one another. Our voice is our commitment to making a difference in all that we do for those we serve.

ANA, along with the Constituent/State Nurses Associations and the ANA Individual Member Division, pledges to:

- Oppose and address all forms of racism and discrimination.
- Condemn brutality by law enforcement and all acts of violence.
- Champion the Code of Ethics for Nurses, which calls on us to recognize human dignity regardless of race, culture, creed, sexual orientation, ethnicity, gender, age, experience, or any aspect of identity.
- Partner with nurses everywhere to educate, advocate and collaborate to end systemic racism, particularly within nursing.
- Advance institutional and legislative policies that promote diversity, equity, inclusion, and social justice for all.
- Advocate for the ending of health inequities within communities and health care systems that stem from systemic racism.
- Promote deliberate and respectful dialogue, effective listening and commitment to change as a means to improve the health of all individuals and the communities where they live and work.

AFT resolution on confronting racism

On June 17, the American Federation of Teachers Executive Council passed a resolution, *Confronting Racism and in Support of Black Lives*, that lays out 19 commitments to combat systematic racism and violence against Black people, including the separation of school safety from policing and police forces.

The council resolved to support community allies that are spearheading this work, including Black Lives Matter, Color of Change and the NAACP, and committed to demilitarize policing and support national efforts to provide oversight of states through federal legislation prohibiting police brutality. This includes supporting transparent legal procedures for holding police officers accountable for misconduct and violations of law.

AFT RESOLUTION

CONFRONTING RACISM AND IN SUPPORT OF BLACK LIVES

June 17, 2020

WHEREAS, foundational to our work must be the belief in justice for all, and that the fight for fairness, justice and dignity must encompass everyone—regardless of race, religion, gender, language, national origin or sexual orientation; and

WHEREAS, more than 400 years after Africans arrived upon these shores where they and their descendants were enslaved for nearly 250 years, and more than 150 years after the 14th Amendment to the U.S. Constitution granted citizenship and equal protection under the law to all, followed by another century of Jim Crow laws, and 66 years after the *Brown v. Board of Education* U.S. Supreme Court ruling affirmed and extended that promise, Black Americans continue to struggle for full protection under the law and to be recognized as full human beings deserving of basic human rights instead of being treated as subjects; and

WHEREAS, in the 1890s, journalist and civil rights activist Ida B. Wells decried the horrors of lynching and condemned the nation for its inaction, saying: “... there has been no single effort put forth by the many moral and philanthropic forces of the country to put a stop to this wholesale slaughter.” Almost 130 years later, Black men, women and children are still fighting for the right to live safely and free from harm in their homes and communities, and a new generation of young African Americans is witnessing the barbarity of lynchings and perpetual genocide in modern times; and

WHEREAS, on Feb. 23, 2020, 25-year-old Ahmaud Arbery was shot and killed by two white assailants in a small Georgia suburb while he was jogging. For more than two months after his murder, Arbery’s family mourned in silence while his killers remained free. The killers were arrested only after the release of a video of the murder sparked public outrage and gained national attention. Almost one month later, social media alerted the nation to the killing of 26-year-old Breonna Taylor, who was shot to death on March 13, 2020, as she slept in her home. She was struck by eight shots fired by police who entered the wrong home to serve a warrant. On May 25, 2020, 46-year-old George Floyd was murdered by a white Minneapolis police officer who knelt on his neck for more than eight minutes while Floyd begged for his life,

repeatedly saying, “I can’t breathe,” and then, “I’m about to die;” and

WHEREAS, the tragic and violent loss of these Black lives and, absent video and protest, the racial bias with which these cases would have been handled has exposed the deep unhealed wounds of systemic racism and left many to ask if Black lives will ever matter in America; and

WHEREAS, through their unions, collective action and collective bargaining, working people have used our collective voice to help better the lives of working people and our communities by increasing pay, improving working conditions and by promoting policies that confront inequality, that improve the pillars of opportunity—such as public education, healthcare and housing—and that improve the quality of life in our communities; and

WHEREAS, the perpetual climate of hate and racial animus, fueled and emboldened by President Trump, and his allies, is a reminder of the great unfinished work of this nation, the labor movement and our union to ensure that the promise of justice and liberty is a reality for all people; and

WHEREAS, at a time when a global health pandemic is exposing and exacerbating long-standing and persistent inequities in health, education and economic security, these murders underscore the destructive impact of systemic racism, a culture that enables white nationalism and white supremacy and the resultant violence on African Americans, other people of color, Native Americans, and other vulnerable groups such as transgender and gender non-conforming individuals. These evils have extracted a costly toll on our nation, as a divided whole; and

WHEREAS, as a union, we cannot be silent and will not be silent in condemning the brutal murders of Ahmaud Arbery, Breonna Taylor, George Floyd and many others; and

WHEREAS, the American Federation of Teachers has acted in many ways to combat racism—from expelling segregated locals to, more recently, establishing a Racial Equity Task Force charged with addressing the crisis of anti-Blackness and its harmful effects, especially on Black males—and supporting the reform of school discipline policies, such as the harsh and punitive disciplinary practices, known as “zero tolerance,” that resulted in the loss of valuable instruction time through increased suspensions and expulsions that had a disproportionate impact on Black and Brown students; and

WHEREAS, to date the AFT has encouraged locals to make their own decisions, based on local needs and conditions, on policing in schools; and

WHEREAS, the AFT supports the Justice in Policing Act of 2020, legislation promoted by the Congressional Black Caucus and introduced by Democratic leaders in the House and Senate that would ban chokeholds, guaranteed immunity, and establish a national database to track police misconduct, and prohibit certain no-knock warrants, and other steps to address police brutality:

RESOLVED, that the American Federation of Teachers renews its commitment to end systemic racism in America, particularly in the criminal justice system, and to fight to ensure fair and equitable treatment of people of color, as well as members of other marginalized communities; and

RESOLVED, that toward this end, the AFT will support community allies that are spearheading this work, including but not limited to Black Lives Matter, Color of Change and the NAACP; and

RESOLVED, that the AFT is committed to systemic, comprehensive reform of American law enforcement and criminal justice. Our objective is to establish systems of community policing in which police become part of a community and reflect its demographic composition and are organized and trained to protect and serve it. These systems of community policing must be free of all forms of discrimination and disparate treatment in the enforcement of the law, and the police should be under civilian command and authority; and

RESOLVED, that the AFT will fight to demilitarize policing, and otherwise support national efforts to provide oversight of states through federal legislation prohibiting police brutality; and

RESOLVED, that the AFT will advocate for cultural competency and implicit bias training for police to encourage a better understanding between police and the members of the communities where they work, as well as greater diversity on police forces; and

RESOLVED, that the AFT believes all working people, including those in the criminal justice field, have the right to organize as a union and bargain collectively over the terms and conditions of their employment, but that collective bargaining agreements—while offering protection against false allegations—should never shield misconduct; unions should promote, as the AFT tries to do, high professional

standards for our leaders and our members; and

RESOLVED, that the AFT is committed to supporting transparent legal procedures for holding police officers accountable for misconduct and violations of law. We believe in civilian review boards; independent prosecutorial entities when police are charged with legal violations; protections for whistleblowers and witnesses to police misconduct; and the elimination of other barriers to identifying and reporting police misconduct, including body cameras and appropriate identification; and

RESOLVED, that the necessary function of school safety should be separated from policing and police forces. School security personnel should be trained as peace officers and integrated within the school community, with a focus on nonviolent resolution of conflicts with a minimal use of force. The AFT will reconvene a unionwide conversation—including educators, students and parents—on how to transform school security to help achieve a safe and welcoming environment for students and staff, and not a militaristic police state that has criminalized Black and Brown students; and

RESOLVED, that the AFT will encourage and support the efforts of teachers, school support staff and our affiliates to address the needs of children who experience trauma from this violence, and fight for the resources—including additional staff, like social workers, counselors, nurses and restorative justice coaches—that students and staff need; and

RESOLVED, that the AFT will continue to advocate to fund our future through the HEROES Act and other measures for school districts to hire and maintain personnel to provide the social, emotional and instructional supports students need, as well as programs that help students resolve conflicts peacefully, such as peer mediation; and

RESOLVED, that the AFT will advocate for cultural competency and implicit bias training for our local leaders and members, to encourage a better understanding among students, patients, and the communities our members serve; and

RESOLVED, that the AFT will call on local school boards to pass and enforce anti-racist policies; and

RESOLVED, that the AFT will advocate for professional development to include cultural competency, implicit bias and trauma-in-

formed practices to support students, patients, and the people and communities our members serve; and

RESOLVED, that the AFT will act to address racial disparities and violence in all of our communities and in our union—at all levels, from the workplace to the national office; and

RESOLVED, that the AFT will encourage our state and local affiliates to participate fully in dialogues and efforts with our community partners and allies; and

RESOLVED, that the AFT will encourage white allies to listen and to support and protect Black, Latinx, American Indian, Asian/Pacific Islander Americans, LGBTQ, and non-white indigenous families, neighbors and communities from racial inequities, so as to advance and attain equal educational, health and economic opportunities afforded to all in the pursuit of life, liberty and happiness; and

RESOLVED, that the AFT opposes President Trump's threat to use the Insurrection Act. Active-duty military personnel should not be utilized to intimidate our communities, as he did on June 1 when peaceful protesters were tear-gassed and fired on with rubber bullets; and

RESOLVED, that the AFT will work to support policies at the federal, state and local levels that eliminate discrimination, profiling and violence, and denounce "stand your ground" laws; and

RESOLVED, that as our nation prepares for the most consequential election season in recent history, the AFT will commit to mobilizing and engaging our members, friends and family members to vote for Joe Biden for president, and for other lawmakers and elected officials at the national, state and local levels who will work for all Americans, not just the privileged few. Our activism, combined with our vote, will bring about real change.



AFT Convention 2020

AFT's 2020 Convention was held virtually July 28-30. Discussions and resolutions focused on three national crises: a public health crisis, an economic crisis and a crisis of racial justice.

On July 28, Julia Barcott, chair of the WSNA Cabinet on General & Economic Welfare, joined a panel called "The pandemic from the frontlines: AFT healthcare members share critical information about COVID-19."

Nurses shared their experiences from the frontlines. Their first point: COVID-19 is not a "slightly worse version" of the seasonal flu.

"The thing that shocked me and a lot of my colleagues is how quickly patients go from having a cough, some fever, [to]—in three or four hours, in front of your eyes—needing to be on a ventilator. Many of them are healthy people," said Barcott, an intensive care unit nurse at Astria Toppenish Hospital.

Nurses from across the country echoed Barcott's remarks about the severity of COVID-19 and the need for members of the public to take the coronavirus seriously and follow public health guidance, such as wearing masks in public.

Barcott's hospital is on the Yakama Indian Reservation and also serves immigrants working in nearby meat plants and orchards. She reported (in offline interviews with the AFT) that "One orchard manager told employees, 'You're outside, you don't need a mask or even a bandana.' Guess where the next outbreak was?"

Barcott said, "Racism is a public health issue. We've seen a huge growth in cases among people of color, and many are no longer with us. Diabetes, untreated high blood pressure... those are all risk factors. These are the people who are dying. This is why we should have preventive care for everyone."

The panelists described how frontline health care workers have struggled with a lack of lifesaving personal protective equipment.

Resolutions

On the final day of the AFT Convention, delegates passed a number of resolutions taking on the health, economic and racial justice crises our country faces. Health-focused resolutions included:

- **Infectious disease emergency preparedness so we're ready for next time**, which aims to shore up our nation's emergency preparedness and lifesaving protections for health care workers.
- **A health care system that works for all by 2025**, which tackles the systemic failures and wide-reaching inequities in the U.S. health care system that have been laid bare by COVID-19 and envisions the current moment as an opportunity to transition to a model of health care centered on universal access, sustainable cost, improving patient outcomes and choice.

Read AFT Convention coverage and the list of approved resolutions at www.aft.org/convention.

JOIN US FOR THE

Washington Nurses Leadership Summit

NOVEMBER 6, 2020

8 AM - 5 PM

Join us for this one-day virtual gathering for Washington nurse leaders to discuss and explore the challenges of our profession, including:

- **RACISM AS A PUBLIC HEALTH CRISIS**
- **DISPROPORTIONATE EFFECT OF COVID-19 ON COMMUNITIES OF COLOR**
- **NURSE ADVOCACY**
- **GLOBAL PERSPECTIVES TO LOCAL NURSING CHALLENGES**

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Health Care Authority

**WASHINGTON
STATE NURSES
CONVENTION**

**THE 2021
WASHINGTON
STATE NURSES
CONVENTION
IS GOING
VIRTUAL!**

WSNA WASHINGTON
STATE NURSES
ASSOCIATION





APRIL 28-29, 2021

We're moving the 2021 Washington State Nurses Convention online, offering greater access and lower cost to nurses across the state. **If you've never been able to fit Convention into your schedule or your budget, this is your opportunity.** We have lined up some great keynote presentations, and WSNA members can "attend" the business meeting online.

Save the date and look for the finalized schedule and registration info in the next issue of The Washington Nurse.

rnconvention.org

**WASHINGTON
STATE NURSES
CONVENTION**



APRIL 28-29, 2021

ON THE AGENDA

**A PEEK
AT THE
KEYNOTES**

**CONFIRMED
TO DATE**

WSNA WASHINGTON
STATE NURSES
ASSOCIATION

rnconvention.org

CRAIG CLAPPER AND JENNIFER GRAVES HIGH RELIABILITY: GETTING TO ZERO HARM

JOIN THIS EXPERT TEAM FOR INFORMATION AND TRANSFORMATIVE GUIDANCE TO ACHIEVE PATIENT AND WORKFORCE SAFETY IN HEALTHCARE.



Craig Clapper

Craig is a partner and strategic consulting services expert with Press Ganey, which he joined in 2015 with Healthcare Performance Improvement (HPI). Now part of Press Ganey, HPI continues to specialize in improving human performance in complex systems using evidence-based methods derived from high-risk industries.

Craig has 30 years of experience improving reliability in nuclear power, transportation, manufacturing and health care. He specializes in cause analysis, reliability improvement and safety culture improvements. He now leads safety culture transformation engagements for health care systems. He is a registered professional engineer in Arizona and is a Certified Manager of Quality and Organizational Excellence by the American Society for Quality (ASQ).



Jennifer A. Graves, RN, MS

Jennifer has been a proud member of the health care community in the Pacific Northwest for her entire, multi-decade career. Before joining Kaiser Permanente as the Vice President for Quality and Safety in both the Northwest and Washington Markets and serving as the Regional Chief Nursing Executive in Washington, Jennifer was the Senior Vice President for Patient Safety and Quality at the Washington State Hospital Association — where she was instrumental in creating a formal partnership for the nearly 200 hospitals across Alaska, Oregon and Washington whose exclusive focus was on reducing harm and improving patient outcomes. Prior to her role at WSHA, she completed a successful tenure as Chief Executive at both Swedish Edmonds and Swedish Ballard.

SUZANNE GORDON TEAM INTELLIGENCE: BUILDING THE KNOWLEDGE AND SKILL UPON WHICH SAFETY DEPENDS

ENHANCE THE ROLE OF NURSING IN PATIENT SAFETY BY MOVING BEYOND EMOTIONAL INTELLIGENCE TO TEAM INTELLIGENCE.



Suzanne is an award-winning journalist and author who writes about health care delivery and health care systems and patient safety. Her books about nursing's contribution to health care include "Life Support: Three Nurses on the Front Lines" and "Nursing Against the Odds: How Health Care Cost Cutting, Media Stereotypes, and Medical Hubris Undermine Nurses and Patient Care." With Bernice Buresh, she is author of "From Silence to Voice: What Nurses Know and Must Communicate to the Public," which is in its third edition.

Suzanne coined the term "Team Intelligence" to describe the constellation of skills and knowledge needed to build the kind of teams upon which patient safety depends. She is a strong advocate of teamwork, and her own books on the subject have addressed important and complex issues in patient safety.

LINDA COHEN HOW ACTS OF KINDNESS CAN HEAL, INSPIRE AND CHANGE YOUR LIFE

LEARN ABOUT KINDNESS IN THE HEALTH CARE WORKPLACE AND THE EFFECTS ON REGISTERED NURSES AND THE PATIENT EXPERIENCE.



Linda, also known as the "kindness catalyst," is a professional speaker and consultant. She works with businesses and associations on the ROI of Kindness. She helps leaders improve communication, boost teamwork and improve the client experience through further engagement in acts of kindness. Linda's first book, "1,000 Mitzvahs: How Small Acts of Kindness Can Heal, Inspire and Change Your Life," is an inspirational guide to a life of gratitude. Since her book's publication, she has been interviewed on National Public Radio, NBC and ABC and FOX television.

Linda received her bachelor's degree from American Jewish University and master's degree from Brandeis University. Linda is the past president of the Oregon chapter of the National Speakers Association.



NOMINATE AN OUTSTANDING NURSE FOR A 2021 RECOGNITION AWARD

DO YOU KNOW A NURSE WHO DESERVES TO BE CELEBRATED FOR HIS/HER/THEIR EXCEPTIONAL CONTRIBUTIONS TO THE PROFESSION OF NURSING?

The WSNA and Professional Nursing and Health Care Council awards recognize WSNA members who have made significant contributions in nursing practice, leadership, education and research. These awards will be presented during the Washington State Nurses Convention, being held virtually April 28-29, 2021.

Nominations must be accompanied with a narrative from the nominator listing the nominee's credentials and achievements, and a copy of the nominee's curriculum vitae/resumé.

See the detailed list of criteria for each award and complete the nomination form at www.rnconvention.org/news/2020/nominations.

WSNA AWARD CATEGORIES

Honorary Recognition Award

For significant contributions, distinguished service or valuable assistance to the nursing profession.

The nominee must be a WSNA member who has actively contributed by serving in an elected or appointed office or has been a consumer advocate and/or interpreted the role of nursing to consumers.

2019 Award recipient: Azita Emami, PhD, MSN, RNT, RN, FAAN, Executive Dean of the University of Washington School of Nursing

Marguerite Cobb Public Health / Community Health Nurse Award

For outstanding professional contributions to public health or community health, as well as calling these achievements to the attention of members of the profession and/or general public.

The nominee must be a current and active WSNA member or have been a WSNA member during the years of service for which this award is given and must have made a significant contribution and have shown leadership in the field.

2019 Award recipients: Dorene Hersh, MSN, RN, Chief Nursing Officer for Public Health — Seattle & King County

Betty Bekemeier, PhD, MPH, RN, FAAN, professor at the University of Washington School of Nursing and director of the Northwest Center for Public Health Practice in the School of Public Health

Annie Bruck, DNP, MN, RN, COHN-S, occupational-environmental health nursing leader and Senior Lecturer and Director of Behavioral Health: School District Program at University of Washington Bothell.

Joanna Boatman Staff Nurse Leadership Award

This award for leadership was established in 1995 in recognition of Joanna Boatman's significant contributions to the advancement of staff nurses and her achievements in improving the economic and general welfare of nurses in Washington state.

The nominee must currently be employed as a staff nurse and must have made a significant contribution (at the local or state level) to the advancement of staff nurses or in the economic and general welfare area of nursing.

2019 Award recipient: Edna Cortez, RN, local unit chair at Seattle Children's Hospital

ANA Honorary Membership Pin

Presented to a WSNA member or members in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA.

The nominee must have demonstrated outstanding leadership and must have held elected/appointed state, national or district office.

2019 Award recipient: Jan Bussert, BSN, RN, former president of Washington State Nurses Association

Community Partner Award

Recognizes a community and/or consumer partner who has significantly contributed to promoting health and a positive image of nurses through advocacy, safety and/or quality health care improvement.

The nominee has demonstrated interest in professional nursing by contributing in a concrete way to its growth and development, and promoting a better understanding of professional nursing in the community.

2019 Award recipient: Jeff Johnson, former president of the Washington State Labor Council, AFL-CIO

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL AWARDS

Excellence in Practice Award Recognizing excellence in practice in the direct care of patients/clients

The nominee demonstrates an evidence-based contribution or achievement that positively impacts patients and the advancement of nursing practice. The nominee also leads through effective collaboration with stakeholders and colleagues.

2019 Award recipients: Bob Smithing, MSN, ARNP, FAANP and Maddy Wiley, MSN, ARNP, FAANP, providers and owners of Family Care of Kent

Leadership and Management Award Recognizing excellence in nursing leadership and management

The nominee promotes the professional development of nurses and facilitates excellence in clinical practice. With progressive leadership, this nurse fosters a care environment that promotes creativity and enhances quality of care in a safe, supportive and professional working environment.

2019 Award recipient: Sarah Bear, EdD, MSN, RN, CNE, Nursing Program Academic Administrator at Western Washington University

Nurse Educator Award Recognizing excellence in nursing education

The nominee demonstrates excellence in nursing education through evidence-based, innovative and inspirational methods that promote learning and enthusiasm.

2019 Award recipient: Brenda Zierler, PhD, RN, FAAN, professor at University of Washington School of Nursing and Director of Research, Training and Faculty Development, UW Center for Health Sciences Interprofessional Education, Research, and Practice

Ethics and Human Rights Award Recognizing excellence in ethics and human rights

The nominee, through major contributions or achievements, supports ethical and human rights issues in Washington state through partnerships with communities.

2019 Award recipient: Antwinett Lee, EdD, MSN-CNS, RN, Interim Dean of Undergraduate Nursing and Assistant Professor of Nursing at the Seattle Pacific University of Health Sciences

Nurse Researcher Award Recognizing excellence in nursing research that addresses practice issues

The nominee must have conducted research that uses sound research procedures and has direct practice implications, with findings disseminated through publications, presentations and/or conferences.

2019 Award recipient: Elizabeth Bridges, PhD, RN, CCNS, FCCM, FAAN, professor in the Biobehavioral Nursing and Health Informatics Department at the University of Washington School of Nursing





RUN FOR WSNA OFFICE

Did you ever wish you had a greater say in WSNA's priorities and programs?

W SNA offers many opportunities for members to get involved in considering issues, making decisions and representing the work of the association. You are WSNA, and volunteer, elected leaders like you are essential to keeping members' voices at the forefront.

At this time, the WSNA and Economic and General Welfare search committees are seeking nominations for elected offices. Descriptions of available offices appear on the following pages. Except as noted, terms for all offices are two years.

Eligibility for office

All members in good standing are eligible for office; however, only those members represented for collective bargaining by WSNA and who meet the WSNA Bylaws definition of Staff Nurse may be candidates for the Cabinet on Economic and General Welfare, the Economic and General Welfare Nominating/Search Committee, or Delegates and Alternates to the 2022 AFT Convention.

How to nominate yourself

Nominate yourself by filling out a "Consent to Serve" form. Note that the Consent to Serve form also includes the opportunity to express interest in appointed positions.

The Consent to Serve form is available online at <https://wsna.org/serve>. You may complete the form electronically, or you may download and print it. Send completed printed forms by mail to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA, 98188.

Nominate by Jan. 31, 2021 for inclusion in the spring issue

The deadline for receipt of nominations for printing the spring issue of this magazine, where we will introduce the candidates, is Jan. 31, 2021. If you wish to be included in the issue, please be sure to include a short candidate statement when completing the Consent to Serve form.

Nominations after Jan. 31, 2021

Members may declare their candidacy by submitting a Consent to Serve form to the WSNA Secretary no later than 60 days prior to the first meeting of the WSNA General Assembly (deadline is Feb. 28, 2021) or by being nominated from the floor at the General Assembly (April 29, 2021). However, these nominations will not be printed in the Spring 2021 issue of The Washington Nurse due to advance time required for printing.

The names of all candidates, regardless of time and method of nomination, will appear on the mailed election ballot, to be sent out following the April 29, 2021 General Assembly. Additionally, write-in candidates are allowed.

RUN FOR WSNA OFFICE

WSNA Board of Directors

Board members are elected to represent the membership of the WSNA. Board members have the legal, ethical and fiduciary responsibility for all Association activities and act as trustees of the organization on behalf of all Association members.

Three to four one-day meetings per year; may also be appointed to other work groups such as the WSNF board of trustees, etc.

11 members

- President (1)
- Vice President (1)
- Secretary / Treasurer (1)
- Directors At-Large (3)
- Directors At-Large Staff Nurse (2) non-managerial, non-supervisory, direct patient care provider, represented by WSNA for collective bargaining
- Chair of the Cabinet on Economic and General Welfare (1)*
- Chair of the Legislative and Health Policy Council (1)*
- Chair of the Professional Nursing and Health Care Council (1)*

Note: the chairs of the Cabinet on Economic and General Welfare, Legislative and Health Policy Council, and Professional Nursing and Health Care Council are elected separately and also serve as full members of the WSNA Board of Directors by virtue of their offices.

WSNA Nominations / Search Committee

Nominations / Search Committee members request nominations for office and review all completed Consent to Serve forms. They prepare the slate of qualified candidates and recommend chairpersons and members for special committees.

Two to three one-day meetings per biennium (every other year).

Six members (four elected, two appointed)

- Members (4)

Professional Nursing and Health Care Council

The PNHCC forecasts trends, promotes continuing education programs, addresses issues on nursing practice, collaborates with other nursing and specialty organizations, and develops resources on issues relating to nursing practice, education, human rights and access to health care.

Three one-day meetings per year; some committee work outside of meetings is also typical.

11 members (seven elected, four appointed)

- Chair (1) — also serves on WSNA Board of Directors
- Members (6)

Legislative and Health Policy Council

Council members serve in a politically nonpartisan capacity to recommend a state legislative agenda to the WSNA Board of Directors; review proposed legislation and recommend responses; educate and assist the WSNA membership in understanding WSNA's legislative priorities; and assist in providing information to legislators and the public.

Three one-day meetings per year, with the addition of Advocacy Camp and Nurse Legislative Day; weekly phone conference calls while the Washington State Legislature is in session (usually Jan. through March or April).

Seven members (four elected, three appointed)

- Chair (1) — also serves on WSNA Board of Directors
- Members (3)

ANA Membership Assembly

13 delegates (one is the President; others elected)

- Delegates (13)

COLLECTIVE BARGAINING OFFICES

Offices for the following three bodies are restricted to members represented by WSNA for collective bargaining.

Cabinet on Economic and General Welfare (E&GW)

The Cabinet sets priorities for WSNA labor relations functions and activities and is charged with developing and reviewing policies and procedures for the conduct of the E&GW program and collective bargaining. The Cabinet also establishes standards and rules for Local Units.

Four to six one-day meetings and six to eight conference calls per year; additional work outside of meetings.

10 members

- Chair (1) — Also serves on WSNA Board of Directors
- Vice Chair (1)
- Secretary / Treasurer (1)
- At-Large Members (7)

Economic and General Welfare Nominating / Search Committee

Researches and requests names of candidates and prepares slate for election to Cabinet and Nominating / Search Committee, and delegates and alternates to the governing body of any national or international labor organization with which WSNA is affiliated.

Two to three one-day meetings per biennium.

Three members

- Members (3) — candidate receiving the highest number of votes serves as Chair

2020 AFT Convention

Delegates must be members in good standing of WSNA and AFT. Delegates attend and participate in AFT's four-day convention. All expenses are paid by WSNA.

- Delegates (up to 20)

NEW APPOINTED POSITIONS

The WSNA Board of Directors has added new appointed positions this year. If you're looking for additional ways to serve, please indicate your interest for the below positions on the Consent to Serve Form.

Washington Center for Nursing (WCN) Staff RN Board position

The WCN is a nonprofit, statewide nursing organization that addresses nursing shortages and builds a robust and diverse nursing workforce to support a healthier Washington. The Board meets quarterly, at minimum, in addition to an offsite strategic planning session. Board members are encouraged to participate on various committees or subcommittees.

Community and Long-Term Care Committee

The Community and Long-Term Care Committee identifies and addresses issues of importance to nurses working in community and long-term care settings; increases awareness within WSNA and the broader nursing community about viable employment opportunities in these settings; and strengthens transitional care processes between these settings and acute care.

Three one-day meetings per year; additional work outside of meetings.

Seven members (including one Chair)

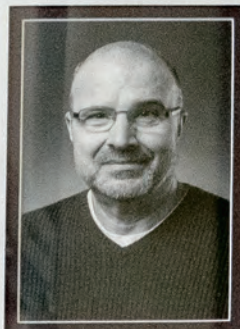
- Four (4) members must either work or have recent experience in community and/or long-term care
- Three (3) members will have a demonstrated interest in supporting community and long-term care nurses, as well as improving care transitions between acute and long-term care



Jan Bussert
2020



Kristen Swanson
2020



Darrell Owens
2020



Linda Tieman
2020



Donna Poole
2020



Nancy Fugate Woods
2020



Presenting the 2020 inductees into the WSNA Hall of Fame

EVERY TWO YEARS, WSNA welcomes a new class of inductees into the Washington State Nurses Hall of Fame. This year, the coronavirus pandemic meant that we could not hold our usual induction gala dinner and ceremony. Instead, our six legendary inductees were honored in a small virtual ceremony.

In this issue of *The Washington Nurse*, we present the achievements, vision and determination of our 2020 class of Hall of Fame inductees. They join 71 nurses and leaders inducted into the Washington State Nurses Hall of Fame since its inception in 1996.

WSNA created its Hall of Fame to recognize the dedication and achievements of Washington state registered nurses who have made significant lifetime contributions to the profession of nursing.

Each inductee has demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy or clinical practice. Their contributions have value to nursing beyond the inductee's lifetime, and their demonstrated excellence has made a difference in the health and social history of Washington state.

Congratulations to all of the 2020 inductees!





Jan Bussert, BSN, RN

Jan Bussert has been a consistent, steady leader for five decades, building and rebuilding the Washington State Nurses Association through many challenges and opportunities. Throughout her career, Bussert has been a tireless and committed champion for WSNA, the American Nurses Association, registered nurses and the nursing profession. She has consistently worked to build the power of nurses across Washington state to speak up for themselves and their patients in their workplaces, in the state legislature and in Washington, D.C.

Bussert received her nursing diploma in 1969 from St. Elizabeth School of Nursing in Yakima and later her BSN from Gonzaga University. She has more than 40 years of nursing experience in both inpatient and outpatient settings as a staff nurse in psychiatric nursing at Harborview Medical Center; critical care at St. Elizabeth Hospital; cardiac rehabilitation and cardiology prevention and treatment at Yakima Heart Center; and outpatient primary care at Vashon Health Clinic on Vashon Island. Bussert also worked for WSNA as a Labor Specialist and Nurse Organizer from 2006 until she retired in 2014.

Bussert has served WSNA and ANA in numerous positions over the years, devoting countless hours to these associations and the members they serve. She served four two-year terms as WSNA Board President (1997-2001 and 2015-2019) and four two-year terms as WSNA First Vice President (1979-1983 and 1993-1997).

In 2000, Bussert was elected to a four-year term on the ANA Board of Directors and was appointed ANA Treasurer to fill a vacancy in 2002. She then successfully ran for the position, serving as Treasurer from 2004 through 2006. She also served as Treasurer of the American Nurses Foundation and held several other national offices in ANA, including as a member of the ANA Finance Committee, Chair of the ANA Appointments Committee and Vice-chair of the Constituent Assembly. She was a member of the Advisory Committee on the ANA Code of Ethics, the Task Force on Workplace Advo-

cacy, the ANA Futures Task Force and the ANA Board Task Force on Affiliation. Bussert has also served as an ANA delegate from WSNA for many years.

Bussert has always been active in legislative and political action on behalf of nursing and has testified on many nursing and health care issues before the state legislature and state agencies. Bussert also has presented at many state and national educational sessions.

WSNA has twice awarded Bussert the coveted ANA Honorary Recognition Pin Award, first in 2001 and again in 2019, for her outstanding leadership and contributions to nurses and nursing in Washington state. WSNA members and student nurses have consistently described her as a tireless advocate, leader, mentor, teacher and true inspiration.

Bussert's long service has had an enormous impact on WSNA and ANA, shaping what they are today. This impact will be felt by registered nurses and the nursing profession far into the future.



Darrell Owens, MSN, MSHSA, DNP

Darrell Owens is a nurse pioneer who has changed the face of palliative care in Washington state. He has been working to change patient care and the systems that allow for patient-centered care for more than 20 years, including developing and building the inpatient palliative care service and the outpatient primary palliative care program within the University of Washington Medicine system.

The primary palliative care service he established is the only one of its kind in the country, providing personalized, in-home visits to individuals for whom traveling to see a health care provider is too burdensome. Owens has traveled to many families' bedsides at or near the time of death in order to provide support, compassion and expertise.

The impact of Owens' work has rippled beyond establishment of those two palliative care programs. He has given countless presentations and in-services to broaden and deepen the knowledge base of nurses, ARNPs, doctors, physical therapists, speech therapists, social workers, respiratory therapists and other specialists.

Owens began his nursing education in Atlanta at Emory University, where he earned his bachelor's degree in nursing. He also holds an MS in Health Services Administration from St. Mary's College of California, a master's degree in nursing (Palliative Care CNS) and post-master's ARNP in Adult Health and Geriatrics from Seattle Pacific University. He earned his Doctor of Nursing Practice in Geriatrics and Palliative Care at the University of Alabama at Birmingham, and in 2015 was honored by the UAB Alumni Association with the Joanne Barnett Award for Compassionate Care.

Owens worked for hospice and home health programs and agencies in Northern California from 1992 to 2000, when he moved to Seattle to join Swedish Health Services as Director of End of Life Care Services and then Director of Providence Hospice of Seattle. In 2003, he joined UW Medicine at Harborview Medical Center as Attending Provider and Program Director of Palliative Medicine.

Over his 17 years with UW Medicine, Owens founded the Inpatient and Outpatient Palliative Care Services at Harborview Medical Center and Northwest Hospital. Owens currently practices full-time inpatient and outpatient primary, supportive and palliative care on the Northwest Campus,

including having an embedded clinic model with the Seattle Cancer Care Alliance. He is also a Clinical Assistant Professor of Medicine at the University of Washington.

He was the first nurse to start and lead a palliative care service in Washington state and is the only RN to start and direct two medical consult services in the UW Medicine system. He also served as a nurse consultant to help Valley, Swedish and Virginia Mason start their palliative care services. He has worked ceaselessly to partner with administrators to ensure that his work continues, even when system changes reconfigure the structure of palliative care teams.

In Washington state, he served two terms as a Commissioner for the Washington State Nursing Care Quality Assurance Commission, including serving as Chair of the ARNP subcommittee. In 2017, he was reappointed as a Commissioner Pro-Tem, serving as a technical advisor and expert witness for issues related to opioid prescribing.

Owens is an international expert in palliative care, whose work includes teaching in both Vietnam and China. He has published over 20 articles and book chapters on various palliative care topics.

In 2011, Owens was selected as the American Academy of Nurse Practitioner's Nurse Practitioner of the Year for the State of Washington, and in 2012 was the first nurse practitioner to receive the Cambia Health Foundation's Sojourn Award for Excellence in Clinical Leadership in Palliative Care.

Owens' work seeks to shift the national statistics regarding treatment measures administered within days of death, number of days individuals receive hospice services, and the quality of care while living with serious illness. By laying the foundation for excellence in palliative care and end of life care in Washington state, Owens' efforts have had far-reaching impacts on the families he serves as well as on those who will be served by future practitioners in the field of palliative care.



Donna Poole, MSN, ARNP, PMHCNS-BC

Donna Poole has long been a nursing leader in Washington state, and she has led in so many different capacities: as president of the Washington State Nurses Association, as a founding member and leader of the Association of Advanced Practice Psychiatric Nurses, as a 30-year affiliate faculty member at the University of Washington School of Nursing and as an appointed member of the Washington State Nursing Care Quality Assurance Commission.

Those who have worked with Poole in these many capacities describe her as knowledgeable, ethical and professional, and as a devoted teacher, preceptor and mentor. She is also described as someone who holds organizations together, a power broker and a peacemaker. As one colleague said, “Everyone respects her.”

Poole received her bachelor’s degree in nursing from American University in Washington, D.C. in 1971. During her senior year, she realized she had a special talent for psychiatric nursing. Her first job was as a psychiatric nurse at Sibley Memorial Hospital in D.C. She attained her master’s degree in psychiatric nursing from the University of Virginia in 1975 and discovered her love for teaching and mentoring students. She taught for one year at Catholic University then moved west after accepting a faculty appointment at the University of Wyoming in Laramie.

In 1978, Poole moved to Seattle, first to work at Providence, managing the psychiatric unit. She later worked as a psychiatric nurse at the VA at American Lake, followed by the University of Washington Medical Center. For the next 30 years, from 1988 to 2018, Poole continued teaching and consulting as an affiliate faculty member at the University of Washington School of Nursing.

Poole’s career as a psychiatric nurse progressed from inpatient services into inpatient management and consultation in Seattle hospitals. Following that progression, she moved on to community mental health at Kitsap Mental Health (KMH), where she held various managerial positions. After writing herself out of a job at KMH, a budget decision that allowed her younger colleagues to retain their jobs, Poole paused for a brief respite. The opportunity to integrate mental health into primary care at Peninsula Community Mental Health lured her back. One job was not enough. Poole’s commitment to underserved populations led her to accept a second, part-time, prescribing position for the Port Gamble S’Klallam Tribe in Kingston, Washington.

Over the past 40 years, first at Group Health, Kitsap Mental Health, and now at Peninsula Community Mental Health, Poole has been a preceptor for many psychiatric nursing graduate students.

Poole served as president of WSNA from 1985 through 1989, a tumultuous period during which WSNA lost the Group Health and Harborview Medical Center bargaining units to union raids. Poole’s steady leadership held the association together through those times of unrest. In 1987, WSNA honored Poole with the ANA Honorary Recognition Award.

In 1982, Lois Price Spratlen, Oliver Osborne and Marilyn Whitley — all members of UW faculty — joined with a small group of advanced practice psychiatric nurses working in Seattle, including Poole, to form the Association of Advanced Practice Psychiatric Nurses (AAPPN). Expanding the scope of practice was central to the newly formed organization’s mission.

Poole chaired AAPPN’s prescriptive authority task force, leading the battle for full prescriptive authority. It was a tense time that ended in a compromise that included a joint practice agreement. While AAPPN members were unhappy with the compromise, Poole convinced them to accept the agreement and continue fighting. Today’s newly minted psychiatric nurses may take prescriptive authority for granted, unaware of the hard-fought battles. However, all psychiatric nurses in Washington state acknowledge that full prescriptive authority is an important part of their clinical practice.

Poole served as a pro tem member of the Washington State Nursing Care Quality Assurance Commission from July 2008 to June 2012, before being formally appointed to the commission in September 2012. She continues in that role today.

Poole’s many awards and honors include the AAPPN Nurse of the Year Award in 2000 and Nurse Excellence Award in 2009. In 2010, she was named Clinical Preceptor of the Year by the University of Washington School of Nursing.

On so many levels, Poole’s contributions have advanced the practice of nursing in Washington state, and they will continue to do so far into the future. Her leadership at WSNA and AAPPN, her key role in the fight for full prescriptive authority for psychiatric nurse practitioners, her guidance of countless numbers of students, and the decisions she helps make as an NCQAC commissioner have shaped and will shape nursing and health care for communities across the state.



Kristen Swanson, PhD, RN, FAANP, FNAP, FAAN

Kristen Swanson has had an incredible impact on patient care, leadership, education, public service and clinical practice through her contributions to nursing science and nursing education. Her Theory of Caring has provided the foundation for hundreds of scientific studies, as well as a theoretical framework for the nursing care provided at clinical institutions worldwide.

Swanson's Theory of Caring is based on the idea that nurses demonstrating they care about patients is as important to patient well-being as the clinical activities provided. It considers and cares for the whole person and is the foundation for better healing and better care. Swanson has published widely, presented and consulted across the region, nation and the globe on her well-supported and very helpful theory.

Today, Swanson is the Dean of the Seattle University College of Nursing and a professor. For nearly 22 years, Swanson served on the faculty at the University of Washington School of Nursing. Her time at UW began as a Postdoctoral Research Associate in 1985, and she progressively moved up to a Research Assistant Professor, Assistant Professor, Associate Professor and ultimately Professor and Chairperson of Family and Child Nursing, where she also held the UWMC Endowed Professorship in Nursing Leadership. Swanson left UW in 2009 to take on the role of Dean and Alumni Distinguished Professor at the University of North Carolina School of Nursing and returned to Seattle in 2014 to step into her current role as Dean of SU's College of Nursing.

Swanson received her bachelor's degree in nursing from the University of Rhode Island in 1975. She went on to earn a master's degree in nursing in 1978 from the University of Pennsylvania and a doctorate from the University of Colorado School of Nursing in 1983.

Swanson is well-known for her research on pregnancy loss, in addition to the Swanson Theory of Caring. Swanson has published over 100 articles and book chapters, and provided

hundreds of presentations and consultations to advance the science related to Caring in Nursing. Her seminal work in the Science of Caring is having a positive effect on the care provided by nurses and the outcomes of patient care. Her work has helped many institutions create a positive workplace environment and advanced the profession of nursing for all of us.

Swanson's professional achievements and awards are numerous. To name a few, she received the Sigma Theta Tau Outstanding Researcher Award in 1984, the National Center for Nursing Research FIRST Award in 1988 and was inducted as a Fellow in the American Academy of Nursing in 1991. In 2004-2007, she was a Robert Wood Johnson Foundation Executive Nurse Fellow, an advanced leadership initiative for nurses in senior executive roles who aspire to lead and shape the future U.S. health care system. She is serving her second term on the American Association of Colleges of Nursing Board of Directors.

Swanson's Theory of Caring has provided much-needed guidance for the advancement of nursing science and for the quality of nursing practice in all clinical settings. Her contributions to nursing science and her leadership in nursing education have improved the profession globally and especially in the state of Washington.



Linda Tieman, RN, MN, FACHE

In 2004, after a long career in nursing and management, Linda Tieman was named executive director of the newly formed Washington Center for Nursing (WCN), a nonprofit created by state nursing leaders in the face of a looming shortage of nurses. WCN focused on nursing resources, education and workforce issues in Washington state.

The new center's charge was expansive. It included educating the public; evaluating nursing education; building a database about the nursing workforce; facilitating partnerships to promote diversity; enhancing nursing career mobility and leadership development; and promoting strategies to enhance patient safety and quality patient care.

Tieman took charge; for the next 11 years, she tirelessly advocated for Washington's nursing workforce and built a state nursing center that is a leader in the nation. Her substantial efforts set an example of what it means to engage nurses' expertise, influence and perspective toward providing increased access to quality nursing care for all Washingtonians.

Tieman received her bachelor's degree in nursing from the University of Cincinnati in 1969 and went on to receive her master's degree in nursing from the University of Florida in 1973. Tieman has held several direct-care and executive roles, including serving as Director of Nursing at Scripps Health in La Jolla, California, and Vice President for Patient Care at Mt. Carmel in Columbus, Ohio. In 1991, Tieman began her long career in Washington state working for Group Health Cooperative, where she served multiple counties throughout the state as a senior district administrator until accepting the new position as executive director for the Washington Center for Nursing.

Under Tieman's leadership, WCN promoted nursing career mobility and nursing leadership development through statewide workshops with acclaimed facilitators. These included the "Leadership at the Point of Care" workshops throughout the state, designed specifically for staff and charge nurses, consistent with Tieman's conviction that leadership is not reserved just for management, but that all nurses are leaders.

Tieman is a fierce promoter of the image of nursing. She spoke to thousands of students, community members and legislators about the rigorous qualifications for nursing and the vital role that nurses play in the health care system. Tieman

also co-led the Washington Nursing Action Coalition, which facilitated important relationships with key stakeholders in the state, as well as nationally, to enhance nursing education and practice.

Under her tenure, WCN became a repository of nursing workforce data and resources. Thousands of K-12 students and their families learned more about careers in nursing through WCN's participation in career fairs and other community events. WCN raised more than \$1 million for nursing scholarships through its partnership with the Johnson & Johnson Promise of Nursing for Washington Gala and acquired two Academic Progression in Nursing grants from the Robert Wood Johnson Foundation to support the IOM's "Future of Nursing" recommendations of having a more highly prepared, diverse nursing workforce that is poised to lead health care.

Tieman also served as a board member for Nurse.com, a "go-to" career resource for RNs, and served as a co-lead for the Washington Nursing Action Coalition.

Tieman is a huge proponent of nurses serving on boards in their communities, and has done so, herself. Tieman has also been actively involved in her community, having served as chair of the Pierce County American Red Cross board, the Pierce County Prevention Partnership, and is currently on the board of the Pierce County Library Foundation. She also served as the president of the National Forum of State Nursing Workforce Centers.

Tieman received American Red Cross Clara Barton Meritorious Volunteer Award in 1996; the Northwest Organization of Nurse Executives Transformational Pioneer Award in 2013; and the WSNA Community Partner Recognition Award in 2015; the Alumni Legacy Award from the University of Cincinnati College of Nursing in 2015; and the American College of Healthcare Executives Senior Leadership Award in 2016.

While Tieman retired from WCN in 2015, she continues to be an active proponent of nurses and the nursing workforce and their role to positively impact and transform community health outcomes across Washington state and the country. Her contribution to nursing through leadership of the Washington Center for Nursing will continue to advance nursing and health care in Washington state for generations.



Nancy Woods, PhD, RN, FAAN

Nancy Woods is a legend in nursing – locally, nationally and internationally. In fact, she was named a “Living Legend” by the American Academy of Nursing in 2017. The recognition came after decades of research, teaching and leadership that have shaped not only the practice of nursing, but also the education and careers of legions of nurses.

Woods has had a sustained impact on nursing science through her individual program of research in women’s health and through institutional leadership and advocacy that helped establish the National Center and then National Institute of Nursing Research. In her time as Dean of the University of Washington School of Nursing, Woods launched the first Doctor of Nursing Practice degree program on the West Coast, advanced equity and inclusion, and led the School of Nursing to become No. 1 in the nation in U.S. News & World Report’s rankings.

Woods’ nursing career in Washington state started as a staff nurse at the University of Washington Hospital, during graduate school. She earned her master’s degree in nursing from the University of Washington in 1969. She also has a doctorate degree in epidemiology from the University of North Carolina, Chapel Hill.

Woods joined the faculty of the UW School of Nursing in 1978 and held numerous leadership positions in addition to teaching physiological nursing, family and child nursing, and biobehavioral nursing. Her leadership positions included Director of the Office of Nursing Research Facilitation, Chair of the Department of Parent and Child Nursing, Director of the Women’s Health Nursing Research Training Program, Director of the Center for Women’s Health Research, Associate Dean for Research and, finally, Dean of the School of Nursing.

During her Deanship, Woods publicly apologized for the school’s history of failing to adequately support and admit African American students and other students from underrepresented backgrounds and support their efforts to complete their education. She used this apology to not only recognize the pain of the past, but to be a catalyst for action. The funding sources and academic opportunities she created have increased the number of underrepresented students in doctoral programs and fellowships. After her Deanship, she served as the Interim Dean for Diversity, Equity and Inclusion, leading the development and expansion of her earlier work.

Throughout her tenure as Dean, Woods served as a nursing representative on many federal agencies. She was a leadership

member of the Advisory Committee on Women’s Health in the National Institutes of Health Office of Research on Women’s Health. Her leadership on the VA National Committee for Geriatric Research helped foster the expansion of nurses at local and national levels to impact services in the Department of Veterans Affairs. Woods also served as President of the American Academy of Nursing, the North American Menopause Society and the Society for Menstrual Research.

Woods is known for her leadership and research in women’s health throughout the world. She, in collaboration with colleagues, conducted the first prevalence study of perimenstrual symptoms in the United States and subsequently identified a variety of symptom patterns women experienced across the menstrual cycle. Her groundbreaking work in women’s health led to the establishment of the first NIH-funded Center for Women’s Health Research at University of Washington School of Nursing.

With Ellen Mitchell, Woods established the Seattle Midlife Women’s Health Study, a longitudinal study of women during the menopausal transition and early post-menopause, which involved recruiting over 500 women, some of whom were followed for up to 25 years. Woods is an investigator for the Women’s Health Study, studying both frailty and aging in this large population, and for the MsFLASH study of symptom management approaches for hot flashes and related symptoms.

Woods has published more than 300 articles as an individual and in collaboration with other professionals. She has received numerous awards and recognitions, including five honorary doctoral degrees from universities in the United States and other countries. In addition to being named a Living Legend by the American Academy of Nursing, Woods has received the Distinguished Contribution to Nursing Science Award from the American Nurses Foundation in 1992; the Distinguished Contribution to Women’s Health Award from the American Psychological Association in 1994; the Pathfinder Award from the Friends of the National Institute for Nursing Research in 2003; and the Trailblazer Award from the United States Department of Health and Human Services, Office of Women’s Health in 2016.

In so many ways, Wood’s contributions to nursing science, research, practice and education will extend far beyond her lifetime.



MEET THE 2020 WSNF SCHOLARSHIP RECIPIENTS

The Washington State Nurses Foundation is thrilled to announce the scholarship winners for the 2020-2021 academic year. The Foundation Board of Trustees met on May 4, at which time applications from 38 nursing students were considered. Twelve were selected to receive scholarships from the Foundation, receiving a total of \$25,000 which was disbursed to their respective colleges in July.

Your donations make these scholarships possible! Announcing scholarship recipients is one of the most fulfilling things we do — but every year, we receive strong applications from more nursing students than we can give scholarships to. Make a difference in the lives of future nurses and those pursuing advanced degrees by donating at wanursesfoundation.org/donate or by using the QR code below.



Students in Associate Degree programs receiving awards:



ALEX KELSEY — *In her final year at Bellevue College and expects to graduate after Winter Quarter in 2021.*

"I'm from Detroit, Michigan, but have been living in Seattle, Washington, for the last 5 years — and I absolutely adore the Pacific Northwest. I love hiking, crafting and all things medicine. Becoming a nurse has been a lifelong dream of mine, and I'm so happy and proud to be on the path to finally attaining my dream."

Students in Bachelor of Science in Nursing programs receiving awards:



HAILEY HUNTER — *An RN in Wenatchee. She is in the process of completing her bachelor's degree in nursing through Boise State University.*

"I am a registered nurse in Wenatchee, Washington. I work on a cardiac step-down unit at our local hospital. I am in the process of completing my bachelor's in nursing through Boise State University. My dream is to work in labor and delivery, and to use my education to better serve my community."



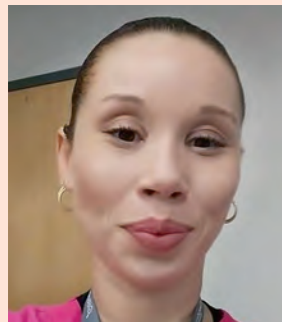
YOHANNAH MALABAD — *First semester student at Bellevue College.*

"As the eldest of four and daughter to the most wonderful and hard-working immigrant parents, I have been blessed with experiences that have strengthened and molded me into the compassionate and driven individual I am today. I am extremely grateful to have the privilege to pursue nursing as my career and humbled to have a platform that will allow me to advocate for the changing needs of our healthcare system and the people in it. Thank you so much, WSNA, for this scholarship! My ultimate goal is to be a nurse educator while working out in the field, and it is my aim to pay it forward by helping inspire and enable others like me to reach their educational goals."



MICHELLE SAHLING — *In her final year at Clark College and expects to graduate in June 2021. After completing her associate degree in nursing, she hopes to further her education with a BSN.*

"I have always wanted to be a nurse and love advocating for my patients while bringing a new perspective into the mix. I bring a willingness to learn and leadership skills to the table and hope to further my education with a bachelor's degree in the future. This scholarship will help me to achieve my dream and I look forward to the challenges that come my way."



ELIZABETH TUCKER — *Student at Everett Community College.*

"It is my pleasure to accept this award. I appreciate the work that is being done by the Washington State Nurses Association. With your help, I look forward to advancing my education. It is with my sincerest gratitude toward those who have provided their funds and their time in helping me with this journey."



MAYA KRANTZ — *Senior at Gonzaga University in Spokane.*

"I am excited about beginning my career as a nurse. Throughout all types of jobs and lifestyles, being a nurse encompasses each characteristic I have and provides me with a multitude of opportunities to expand and develop new characteristics, values and beliefs. I am a firm believer in the notion that other people bring out the best in you, and I know that by choosing a career that allows me to interact with many different people in many different types of scenarios, I will be better because of it. I hope that as a nurse, I can be a source of compassion and a light to others as they walk through their life journey!"



ZENADIA LOPEZ — *An RN in Pasco pursuing a bachelor's degree in nursing at Boise State University. Because of her work advocating for the Spanish-speaking population in her community, the WSNF Board of Trustees selected her to receive a Fresenius Kabi/American Nurses Foundation Scholarship.*

"Thank you so much for this scholarship. This foundation will be of great help for me and my family; it takes a huge weight off our shoulders, especially during these uncertain times. I can't wait to continue my education; because of your contribution, I won't have to stop and stress about how I will be paying for next quarter. Thank you so much, again."



SARAH McCLEAN — *Third-year nursing student at Seattle University.*

"I'm a third year nursing student at Seattle University. In addition to clinicals and classes, I also am busy as the director of Camp Kesem at SeattleU, an organization that provides support for kiddos affected by a parent's cancer. Once I graduate, I plan on working as a registered nurse in a NICU, labor and delivery unit, or oncology unit and potentially pursuing my doctorate in nursing practice. Thank you WSNF for this opportunity to finish my degree and accomplish my goals!"



KRISTINE RAMIREZ — *Just finished her first year at St. Martin's University in Olympia. Because of the strength of her application, she was named to receive the Deo Little Scholarship for 2020.*

"Hi, my name is Kristine Ramirez. I am a student at Saint Martin's University located in Lacey, Washington. I'm originally from Honolulu, Hawaii. I feel very honored to have been chosen as the WSNF Deo Little Scholarship recipient for the year 2020-2021."

Students in graduate nursing programs receiving awards:



KARISSA BOHN — *Critical care nurse pursuing a Doctor of Nursing Practice degree at the University of Washington.*

"I am honored to be a recipient of the Judy Huntington Scholarship. I am a critical care nurse with a passion for improving the health of underserved communities. This has led me to pursue a Doctor of Nursing Practice degree from the University of Washington. This scholarship will allow me to continue my family's legacy of nursing and make a meaningful contribution to the improvement in health for Washington state's population."



RYAN WILLIS — *Graduate student at Gonzaga University, where he is in the Family Nurse Practitioner program.*

"I'm thankful WSNF/WSNA has selected me for this scholarship. These funds will allow me to further my education towards becoming an Advanced Registered Nurse Practitioner. As a future ARNP, I want to give back to my community and educate my patients to achieve an optimum state of wellness."



KAT WRIGHT — *Master of Nursing student at UW Bothell and full-time staff nurse at the UW Medical Center - Montlake's high-risk OB clinic.*

She is committed to finding ways to improve perinatal outcomes and the health and well-being of vulnerable populations. She is particularly interested in examining factors that contribute to maternal health disparities and ways to improve maternal and infant health outcomes. Because of her work in developing a policy that outlines the process and guidelines for their clinic medical assistants to place fetal monitors and parameters to urgently alert the physicians, the Foundation Trustees selected her to receive an Anna Gallagher/American Nurses Foundation Scholarship.

About WSNF

The Washington State Nurses Foundation was established in 1982 as an independent 501(c)(3) for the purpose of acquiring and developing funds for the clinical and educational advancement of the profession. In addition to general WSNF scholarships, the Foundation awards two designated scholarships and two American Nurses Foundation scholarships annually.

The Dolores ("Deo") Little Scholarship

Dolores ("Deo") Little was a popular and dynamic professor at the University of Washington where she taught in the Department of Community Health Care Systems. She had a tireless commitment to defining and enhancing the role of nursing, which is reflected in her pioneering efforts to delineate the scope of practice for the clinical specialist, primary care nurse practitioner, nurse manager, leader, and political activist. Her work in these areas have had a long-lasting impact on the practice of nursing that endures today. She is also a past president of WSNA and was inducted into the WSNA Hall of Fame in 1998.

The Judy Huntington Scholarship

Judy Huntington is a past President of WSNA and served as WSNA's Executive Director for nearly 20 years before her retirement in 2017. She was inducted into the WSNA Hall of Fame in 2018. Upon her retirement, a scholarship was created in her honor to recognize exceptional nurses who are pursuing advanced degrees with a focus on leadership, health policy, and/or governmental affairs.

American Nurses Foundation

The American Nurse Scholarships were created in 2013 through the generosity of Fresenius Kabi USA, Carolyn Jones and DigiNext LLC, with proceeds from the book "The American Nurse: Photographs and Stories" by Carolyn Jones and the film "The American Nurse: Healing America" by Carolyn Jones.

Support nurses by donating today!

Donations to WSNF scholarship and grant programs are always welcome and received with much gratitude. One hundred percent of all donated monies go directly to scholarship and grant programs.



To donate, visit the WSNF donation page at wanursesfoundation.org/donate

REGIONAL UPDATES



KING COUNTY NURSES ASSOCIATION

www.kcnurses.org
facebook.com/kingcountynurses
Instagram: @kcnurses

Welcome new members!

King County Nurses Association extends a warm welcome to all new members! Be sure to enjoy all the benefits of belonging to KCNA, including our mailed newsletters, discounts on continuing education, and member-only access to community grants and mentoring program. The best way to stay informed is to sign up for our monthly e-newsletter, News2Use. Subscribe in the Members/News section at kcnurses.org and be sure to join us on social media. Interested in getting involved? Fill out an interest form in the Members/Getting Involved section at kcnurses.org.

KCNA goes virtual

Due to the COVID-19 pandemic, KCNA has been challenged to change how we connect and provide programming. Under the direction of the program committee, staff members have put together a lively line-up of virtual programs using Zoom meetings and webinars. We look forward to Zooming with you!

Virtual MentorLink

Instead of a formal application and matching process, we will be hosting a

series of online mentoring group chats. Chats will include an educational topic and a chance for questions and answers. This allows for more flexibility and fits easily into today's high-demand lifestyle. If you are a new nurse or new to a position, this group is especially created for you!

Upcoming events

Register for events online at kcnurses.org. Once registered, you will be sent a link via email to join the Zoom meeting or webinar. Certificates of completion will be provided upon completion of an event evaluation.

MentorLink Chat – Stress Management during COVID-19

Thursday, Oct. 22, from 6:30 – 7:30 p.m. via Zoom. Exclusively for KCNA members and 2020 scholarship recipients. Topic will be facilitated by Brittany Stoeckel, ACNP-BC, RYT 200, a surgical critical care nurse practitioner based in Michigan.

Self-Care Mini Retreat – Being Here Now

Saturday, Oct. 24, from 9 – 11:30 a.m. via Zoom. Gather together with fellow nurses in a sacred space to explore and practice mindfulness, meditation, gratitude and yoga as tools for cultivating resiliency and self-care. Facilitated by Nicole Johnson, RN, BSN, CCRN, an ICU nurse at UW Medical Center and owner of Unwound Retreats. She will be joined by licensed yoga instructor Desiree Wood, DNP.

DIY Tactics: Managing Distress in Response to Traumatic Situations at Work

Saturday, Nov. 14, from 9 – 11 a.m. via Zoom webinar. Join clinical psychologist Cheryl Hart, PSYD as she discusses how nurses can manage trauma through DIY emotional first-aid tactics including neurologically based strategies. Not able to attend the live webinar? View the recorded webinar from Nov. 16-27.

Nurses Book Club: “How to Be an Antiracist”

Saturday, Dec. 5, from 9 – 10:30 a.m. via Zoom. Following registration, you will receive a copy of the thought-provoking book, “How to Be an Antiracist,” written by Ibram X. Kendi. Then, join the facilitated virtual book club discussion to add depth to your reading experience.

**Congratulations to our 2020 scholarship recipients**

KCNA provided 18 local nursing students with \$3,000 scholarships this year. Students from the following nursing schools received funds: Bellevue College, Highline College, Seattle Pacific University, Seattle University and the University of Washington at Bothell, Seattle and Tacoma. Learn more about these amazing individuals committed to social equity on kcnurses.org under the Nursing Students/Scholarships section.

Donate through AmazonSmile

KCNA is now an established non-profit with AmazonSmile, a way for donors to make contributions while doing their shopping. Simply purchase your items on the smile.amazon.com site instead of amazon.com. Be sure to designate KCNA so that you can donate 0.5% to the KCNA Scholarship Fund with your qualifying Amazon purchases. Due to the pandemic, we are still short about \$5,000 in our fundraising efforts for this year. Help us reach our goal by using AmazonSmile!

Continued next page >

New professional development fund launched

Our new professional development fund is available to KCNA members in support of their continuing education. There will be two rounds of funds distributed annually, with five awards granted during each round. Each award will be \$500. Awards will be granted at random from those who submit an approved application. The fall deadline for applications is Oct. 1, and the spring deadline is March 1, 2021. Apply online at kcnurses.org under the Education tab.

Community grant opportunities

If you are a KCNA member and have an idea of how to meet a health need in King County, consider applying for a grant through KCNA. We provide general grants from \$500-\$1,250 for community-based health projects. We also offer Elizabeth Thomas Community Grants ranging from \$500-\$2,000 (amount recently increased) for projects that support infants, children and families in diverse communities. The Thomas Grant is named for Elizabeth Thomas, BSN, MN, ARNP, who worked as a pediatric ARNP for more than 25 years serving disadvantaged children. Apply for grants online at kcnurses.org in the Members section.



KITTITAS COUNTY NURSES ASSOCIATION

President: Judi Lyons; Secretary: Celeste Tapia; Treasurer: Kay Greenwood; Board Members: Pam Clemons, Jennifer Crane, Paul Kelly, Andria Graham, Kara Henderson, Beth Olson, Jeannette Simonton, Christina Wood, Donna McCune, Natalie Seubert, Cody Staub

Issues and priorities

- Improve communication with members.
- Regionalize educational meetings to improve member attendance and decrease costs.
- Encourage increased participation at WSNA events in 2021, including Nurse Legislative Day in February, Washington State Nurses Convention in April, and the E&GW Leadership Conference in September.
- Support regionalization of Central Region Districts #6 and #18 to improve nurse visibility for community service, emergency preparedness and continuing education.

Goals

- Inform members of newly ratified contract language through the local unit.
- Strive to continue our good working relationship with our administration to resolve issues before grievances arise.
- Sponsor social gatherings at least two times a year.
- Hold new officer elections in early 2019.
- Hold officer meetings monthly.
- Take advantage of WSNA's excellent communication options, like robocalls and email blasts, along with ZOOM and TEAMS virtual calls.

How will we meet our goals?

- Mentor members who are willing to participate in WSNA and ANA events.
- Mentor and support newly elected officers to their new roles.
- Recognize nurses through contract language allowing paid time off for those who serve on nurse practice, safe staffing and conference committees.
- Post photos of current board members and contact information on our WSNA bulletin board.
- Post newly elected officers' photos and contact information.
- Use email blasts, robocalls, virtual conference calling and other forms of communication to get needed information to our members.



NORTHWEST REGION NURSES ASSOCIATION

Greetings to members in Island, San Juan, Skagit, Snohomish and Whatcom counties. Our NWRNA Board wants to thank you for the work you are doing and the sacrifices you and your families continue to make during this difficult time. Visit nwrna.org to connect with your colleagues, apply for financial assistance and find ways to volunteer.

NWRNA ACTIVITIES

Free online conference Oct. 24

Our first NWRNA Conference will be held online Oct. 24. Best of all, it's free! Join us for an inspiring and educational morning, featuring:

- Gladys Campbell — "Setting Your Leadership Intention: A Strategic Path to Professional and Personal Fulfillment"
- Alicia Benish (North Sound Accountable Community of Health) — "RNs and Community Action"
- Mullane Harrington — "Neurodivergent Patient Care"

Coffees with Craig

Join NWRNA Board Member Craig White on Zoom for a virtual cup of coffee and informal chat about current nursing conversations on Wednesday mornings (check our website for the latest schedule).

FINANCIAL ASSISTANCE FOR MEMBERS

Certification testing assistance

We want to make it easier for members to obtain specialty certifications. If you are applying for or renewing a specialty certification, you can receive up to \$100 in financial assistance to offset the cost of certification testing.

Continuing education assistance

If you are attending a professional education event, NWRNA can provide financial assistance of up to \$200.

Student scholarships

NWRNA is providing more than \$3,000 to support nursing students in 2020. Our scholarship recipients will be announced at our Oct. 24 conference.

GET INVOLVED

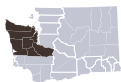
NWRNA Board of Directors election

Lend your voice to help chart the future of NWRNA. Board members provide vision for the association and help conduct events and projects to assist members.

Connect with your colleagues

Your local professional association is your avenue to reach out to fellow members:

- Like us on Facebook at www.facebook.com/NorthwestRegionNursesAssociation.
- Follow us on Twitter at [@NWRRegionNurses](https://twitter.com/NWRRegionNurses).



RAINIER AND OLYMPIC NURSES ASSOCIATION

Rainier Olympic Nurses Association (RONA) — Rebranding continues! RONA was selected by a membership ballot vote in the spring. A final step to officially change our Articles of Incorporation took place Sept. 15 at a virtual membership meeting. The irony of changing our name to RONA during the COVID-19 pandemic is not lost on us. It's a strange coincidence for a strange moment in history. Our organization has supported nurses for over 110 years, and we'll continue supporting them through this pandemic and into the future. Our website includes resources for current and future nurses, including a COVID-19 resources page. Visit www.RainierOlympicNurses.org to learn more.

Congratulations, scholarship recipients!

This spring, PCNA/RONA awarded over \$12,750 in scholarships to 13 nursing students across our region. We're delighted to support future nurses from Kitsap, Clallam, Thurston and Pierce counties.

Congratulations to Linda Trader and Nayung (Nancy) Yim who received our Florence Golda Scholarship, which is awarded to members who are continuing their nursing education. Congratulations to Alexandra Heldrich, Hailee Saul, Rebecca Schulz, Heidi Russell and Samantha Jones who received our College Level Scholarship and are working on their first registered nurse degree, and to Jihye Gety who received our LPN to RN scholarship created to specifically support LPNs who are continuing their education. We also award scholarships to graduating high school seniors who are beginning their nursing education: Congratulations to Miyamora Rosenthal, Clara Trajico, Grace McLaughlin, Trinity Marden and Kylynn Stringer.

Our 2021 scholarship applications are available at www.RainierOlympicNurses.org. Application deadline is March 31, 2021. Please help us spread the word to nurses and nursing students across our region.



Linda Trader



Nayung (Nancy)
Yim

Monthly Giving Program

With COVID-19 impacting our ability to raise money at events, we've created a monthly giving program to raise money for scholarships for nursing students. 100% of funds donated will be awarded to nursing students in our region. Visit our website at www.rainierolympicnurses.org/monthly-giving-campaign to sign up as a monthly donor or give a one-time donation. Let's support our future nurses and nurses who are advancing their education!

2021 Nurse of the Year nominations

Each year, we honor a member nominated by his/her peers as our Nurse of the Year (NOTY). The NOTY nomination form is available on our website. It's quick and easy to complete. Submission deadline is Feb. 28, 2021. We hope you will take a moment to nominate an amazing colleague for this honor.

Annual Meeting and Board Meeting going virtual

Our Annual Meeting will now be held in April via Zoom to allow our 3,400+ members across seven counties to easily participate. We hope all members will join us on Tuesday, April 20, 2021, at 5:30 p.m. Visit www.RainierOlympicNurses.org to register.

We are also now holding our board meetings virtually. Zoom meetings allow members from all counties in our region to become more actively involved in leadership positions. Members are always welcome to join us for a meeting. We like to think, "If COVID is a lemon, we are making lemonade!" Give us a call at 253-572-7337 or email us at office@rainierolympicnurses.org for meeting information.

Volunteer opportunity

We're looking for members to join our Scholarship Committee. The time commitment is 6-7 hours in late March to early April to review applications and meet to finalize the selections. This can be done remotely or in the office in Tacoma. Email us at office@rainierolympicnurses.org for more information.

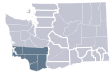
Upcoming events

As we write this, COVID-19 cases are again on the rise, but we remain hopeful that our beloved spring events and celebrations will be able to occur in person. We hope you Save the Dates, watch our Facebook page and visit our website for updates about all our spring events.

Saturday, Feb. 20, 2021, at noon — 8th Annual Bowling Tournament to raise money for nursing scholarships. This fun event includes lunch for all bowlers and a basket raffle with all proceeds going into the PCNA Nursing Scholarship Fund.

Saturday, March 27, 2021 — PCNA Spring Education Event (details TBD). If an in-person event is not possible, stay tuned for a spring webinar for nurses.

Friday, May 7, 2021, from 5-9 p.m. — Nurses Week Banquet & Silent Auction — This annual celebration of nurses is an opportunity to honor our Nurse of the Year, as well as our scholarship winners.



SOUTHWEST REGION NURSES ASSOCIATION

Formerly districts 10, 11, 19, 21 and 27

Thank you, members in Clark, Cowlitz, Lewis, Pacific, Skamania and Wahkiakum counties, for your dedication to your profession. We salute you for the hard work you are doing to protect our communities!

Coming soon: SWRNA website

Your SWRNA Board of Directors is working to create an online home for your local professional association. Keep an eye on your inbox in the coming months for details about our new logo and website.

Join our Board of Directors

Thanks to our current Board members: Jonathan Chase, Karla Fowler, Didi Gray and Marva Petty. We urge you to consider volunteering to help lead our association as we develop services for our members. If you are interested, contact Marva at marvap@q.com.

Buswell Grants awarded

SWRNA awarded four grants totaling \$675 to aid members in need of financial assistance at PeaceHealth SW Medical Center local unit. The grant was made possible by a donation from the son of a retired RN who received care at the hospital.

Nonprofit status approved

The new Southwest Region Nurses Association has received approval as a 501(c)(3) nonprofit with the IRS. This allows us to collect tax-deductible donations for scholarships and other programs to assist our members.

If you need assistance now

Building the association takes time, but we realize there may be current or upcoming items which have been handled by the former districts. While we undergo this formational process, members are encouraged to contact their former district leaders regarding any ongoing projects.

IN MEMORIAM

Margaret Z. Shepherd

Margaret Z. Shepherd, 79, passed away peacefully on Aug. 5, 2020, at home in Issaquah, Washington, after battling cancer for several years. Margaret is survived by her husband Leland, her son Benjamin and his wife Jennifer, her son Jonathan, her sister Barbara Giambalvo, her brother David Zeller, her grandchildren Austin, Emmett and Grady, and a home health community she lovingly supported for over 50 years.

Margaret was born in Lancaster, Wisconsin, to Jane and Leonard Zeller. Upon graduating from Lancaster High School, Margaret attended college at Northwestern University, the University of New Mexico, and finally the University of Washington where she completed her bachelor's degree in nursing. Margaret also attended graduate school at the University of Washington and summer programs at Harvard University. While in New Mexico, Margaret was offered a summer internship in Washington, D.C. working on health care policy, where she found the spark that started a long career in home health.

Margaret was a pioneer, policy maker and driving force in home health. Margaret was the co-founder and CEO of Community Home Health Care (CHHC). CHHC, founded in 1975, was a groundbreaking company that became the model for other home health agencies that followed. Over 20 years, CHHC developed a number of pioneering programs helping people with mental health issues, developmental disabilities and physical

disabilities live full, independent lives. CHHC also established early hospice programs and care programs for individuals with HIV. After CHHC merged with Evergreen Hospital in 1995, Margaret co-founded a health care consulting practice, where she supported home health startups and regional health centers, and served in various interim leadership roles for numerous organizations over the next 20 years.

Margaret was also a driving force in health care policy at the regional, state and national level, serving as the chairperson on multiple boards including the National Association for Home Care (NAHC), Pacific Medical Center (PacMed) and Warm Beach Senior Community.

Over her long career, Margaret received numerous awards; in 2015, she was inducted into the National Home Health Care and Hospice Hall of Fame. While Margaret's numerous accomplishments in home health and hospice leave a lasting legacy, she will be remembered by those closest to her for her wit, vision, passion, empathy, ability to see the positive in tough situations, and a stubborn desire to always put others first.

Margaret requested a small private ceremony with immediate family. A subsequent celebration of life gathering will be held in 2021. In lieu of flowers, Margaret's wish was for donations to support either Warm Beach or Virginia Mason Cancer Institute.

Warm Beach
www.warmbeach.org/get-involved/give-a-gift/donate.html

Virginia Mason (Floyd & Delores Jones Cancer Institute)
www.virginiamasonfoundation.org/memorial-and-tribute-gifts

2021 WSNA membership dues

The updated WSNA dues rate schedule is effective Jan. 1, 2021. Please see the accompanying Dues Rate chart for your specific dues rate for 2021.

The total annual amount of dues for WSNA members includes the American Nurses Association (ANA), Washington State Nurses Association (WSNA) and the District/Region Nurses Association dues portions. This combined amount is based on the following information: 1) the District/Region you are employed or live in, 2) the total hours you are scheduled to work per month (FTE) and 3) whether you are represented by WSNA for collective bargaining or not. WSNA dues for members are adjusted annually on Jan. 1 each year based on a formula approved by the membership in 1991 and revised in 2003. New graduates, members who work less than 80 hours per month and those who are retired or not represented for collective bargaining may qualify for one of the reduced dues categories.

ANA dues are increased by a flat dues escalator of 1% (rounded to the nearest dollar) every five years. This increase is applied to both collective bargaining and non-collective bargaining members. The ANA Membership Assembly voted to not implement the dues escalator for the period of 2020 through 2024. As a result, there will be no dues increase in ANA dues in 2021.

For WSNA members not represented by WSNA for collective bargaining, there will be no dues increase in 2021.

For RN members represented by WSNA for collective bargaining, in addition to ANA and District/Region dues, the amount of WSNA dues also includes per capita dues to our national union, the AFT AFL-CIO, and the \$10 per year WSNA mobilization

fund assessment. AFT dues are determined by the AFT delegates at their biennial convention. There will be no dues increase in AFT dues in 2021.

For members represented for collective bargaining by WSNA, the formula for the WSNA portion of the dues is based on the statewide average of the 5th-step wage rate for RNs in WSNA-represented bargaining units. This calculation is made from existing contracts in effect on July 1 each year. The average 5th step monthly salary is then multiplied by a dues adjustment factor of 1% and again by 12 to determine the amount for the annual WSNA portion of the dues and is applied in January the following year. Eight percent (8) of the WSNA portion of the dues of WSNA collective bargaining members are returned to the WSNA Cabinet on Economic and General Welfare (4%) and to the member's local unit (4%) for their use.

Additionally, non-RN local unit only program member dues will be calculated based on the statewide average of the 5th step wage rate for non-RNs in WSNA represented bargaining units (consistent with the methodology used for RN dues calculations). These members also pay the AFT and mobilization fund dues but are not assessed ANA or District/Region dues since they are not eligible to be members of those organizations.

WSNA DISTRICTS / REGIONS

WSNA members in union membership categories pay district dues based on their primary place of employment.

WSNA members in non-union membership categories can choose which District Nurses Association they will belong to on their membership application.

District 5

Columbia and Walla Walla counties

District 6

City of Yakima City and northern area of Yakima County

District 7

Chelan, Douglas and Grant counties

District 10

Wahkiakum and Cowlitz counties

District 11

Clark and Skamania counties

District 15

Benton and Franklin counties

District 18

Kittitas County

District 98

All others not listed

Inland Empire Nurses Association (IENA)

Adams, Lincoln, Pend Oreille, Spokane, Stevens and Whitman counties

King County Nurses Association (KCNA)

King County

Northwest Region

Island, San Juan, Skagit, Snohomish and Whatcom counties

Rainier and Olympic Nurses Association (RONA)

Clallam, Grays Harbor, Jefferson, Kitsap, Mason, Pierce and Thurston counties

WSNA MEMBERSHIP NOTICE

If you are currently a member and have had a change in your employment situation ...

Please complete a Change of Information Form or email your changes to membership@wsna.org. The Change of Information Form is available on the WSNA website under "Membership," or you can contact the WSNA Membership Department at 800-231-8482 or 206-575-7979 to request one.

Please note: It is the member's responsibility to notify WSNA in writing of any changes in address, employer, FTE status, layoff or leave of absence. Write to: Membership – Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA 98188.

DUES RATES EFFECTIVE JAN. 1, 2021 – DEC. 31, 2021. SUBJECT TO CHANGE WITH PROPER NOTICE.

		Union members Registered nurses represented by WSNA for collective bargaining						Non-union Members Registered nurses not represented by WSNA for collective bargaining					
		Category A		Category B		Categories C and D		Category E		Category F		Category R	
		Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Region / district	5	\$1,076.64	\$89.72	\$839.52	\$69.96	\$602.16	\$50.18	\$203.28	\$16.94	\$413.04	\$34.42	\$206.64	\$17.22
	6	\$1,081.68	\$90.14	\$843.12	\$70.26	\$604.56	\$50.38	\$204.72	\$17.06	\$418.08	\$34.84	\$209.04	\$17.42
	7	\$1,082.16	\$90.18	\$843.60	\$70.30	\$604.80	\$50.40	\$204.72	\$17.06	\$418.56	\$34.88	\$209.28	\$17.44
	10	\$1,079.28	\$89.94	\$841.20	\$70.10	\$603.36	\$50.28	\$204.00	\$17.00	\$415.68	\$34.64	\$207.84	\$17.32
	11	\$1,091.76	\$90.98	\$850.80	\$70.90	\$609.60	\$50.80	\$207.12	\$17.26	\$428.16	\$35.68	\$214.08	\$17.84
	15	\$1,076.64	\$89.72	\$839.52	\$69.96	\$602.16	\$50.18	\$203.28	\$16.94	\$413.04	\$34.42	\$206.64	\$17.22
	18	\$1,081.68	\$90.14	\$843.12	\$70.26	\$604.56	\$50.38	\$204.72	\$17.06	\$418.08	\$34.84	\$209.04	\$17.42
	98	\$1,071.60	\$89.30	\$835.68	\$69.64	\$599.76	\$49.98	\$202.08	\$16.84	\$408.00	\$34.00	\$204.00	\$17.00
	IENA	\$1,101.60	\$91.80	\$858.24	\$71.52	\$614.64	\$51.22	\$209.52	\$17.46	\$438.00	\$36.50	\$219.12	\$18.26
	KCNA	\$1,134.96	\$94.58	\$883.20	\$73.60	\$631.20	\$52.60	\$217.92	\$18.16	\$471.36	\$39.28	\$235.68	\$19.64
	Northwest	\$1,086.72	\$90.56	\$846.96	\$70.58	\$607.20	\$50.60	\$205.92	\$17.16	\$423.12	\$35.26	\$211.68	\$17.64
	RONA	\$1,116.72	\$93.06	\$869.52	\$72.46	\$622.08	\$51.84	\$213.36	\$17.78	\$453.12	\$37.76	\$226.56	\$18.88

* Installment amounts include \$3.99 annual fee

Local unit program members Non-registered nurses represented by WSNA for collective bargaining					
Category J		Category K		Category L	
Annual	Monthly	Annual	Monthly	Annual	Monthly
\$690.00	\$57.50	\$549.36	\$45.78	\$408.72	\$34.06

DUES CATEGORIES

A In a WSNA-represented bargaining unit and working an average of 80 or more hours per month (0.5–1.0 FTE)

B In a WSNA-represented bargaining unit and working an average of 40 hours or more and less than 80 hours per month (0.25–0.49 FTE)

C In a WSNA-represented bargaining unit and working an average of less than 40 hours per month (less than 0.24 FTE, or per diem)

D New graduate nurse employed in a WSNA represented bargaining unit (for the 1st year of membership only)

E 62 years of age and not employed, or totally disabled

F Employed and not covered by a WSNA collective bargaining contract, or unemployed

R New graduate nurse, employed and not covered by a WSNA collective bargaining contract (for first year of membership only)

J Non-RNs in a WSNA-represented bargaining unit and working an average of 40 hours or more and less than 80 hours per month

K Non-RNs in a WSNA-represented bargaining unit and working an average of 80 or more hours per month

L Non-RNs in a WSNA-represented bargaining unit and working an average of less than 40 hours per month

Notice of Washington State Nurses Association Policy Regarding Nonmembers Employed Under WSNA Collective Bargaining Agreements with Private Sector Employers

Federal labor laws recognize the right of unions in Washington to enter into collective bargaining agreements with private sector employers that require employees, as a condition of employment, either to join the union (and thereby enjoy all of full rights and benefits of membership) or to pay fees to the union (and thereby satisfy any financial obligation to the union without enjoying the full rights and benefits of union membership). Regardless of the wording of the "union security" agreement, employees represented by the Washington State Nurses Association for purposes of collective bargaining and covered by a valid union security agreement are not required to become full members of WSNA, and are required only to choose either to be members of WSNA or pay fees to it. (Note that regardless of whether a collective bargaining agreement between WSNA and a public sector employer contains a union security agreement, public sector employees are not required to pay dues, agency fees, or any other payment to WSNA as a condition of employment.) Employees who choose to become members of the Washington State Nurses Association pay WSNA dues and receive all of the rights and benefits of WSNA membership. Employees who either decline to become members of WSNA or who resign from WSNA membership may pay "agency fees" to cover their share of the cost of representation, and thereby satisfy any applicable

union security obligation. WSNA has negotiated union security agreements, which have been ratified by the democratic vote of the affected employees and require that all employees must either join the union or pay fees to the union, in order to ensure that each employee who is represented by WSNA pays a fair share of the cost of that representation. Such union security agreements strengthen WSNA's ability to represent employees effectively in collective bargaining, contract enforcement and grievance administration, while eliminating "free riders" who enjoy the benefits of a WSNA contract and representation without contributing their fair share of the union's expenses for negotiating, administering and enforcing the contract.

Through the collective bargaining process, nurses represented by WSNA achieve higher wages, better benefits, fairness in the disciplinary procedure, and enhanced respect for their skills and professionalism. These improvements, won through collective bargaining, enhance the terms and conditions of working life for all employees, create conditions under which nurses can safely advocate for their patients, and allow them to better provide for themselves and their families. Only WSNA members enjoy all of the full rights of WSNA membership. Only WSNA members have the right to attend local unit meetings and speak out on any and all issues affecting their workplace, WSNA and its members; the right to participate in the formulation of WSNA policies; the right to have input into WSNA bargaining goals and objectives, and to serve on WSNA negotiating committees; the right to nominate and vote for candidates for WSNA office, and to run as a candidate

for WSNA office; the right to vote on contract ratification and strike authorization; the right to participate in the WSNA general assembly; and the right to participate in the American Nurses Association and the American Federation of Teachers.

Agency fee payers are those who choose not to be full members of WSNA but who comply with any applicable union security agreement to pay their share of WSNA's expenses for negotiating, administering and enforcing the contract with their employer by payment of agency fees. They thereby fulfill any applicable union security financial obligation to WSNA under the terms of any collective bargaining agreement between their employer and WSNA. Agency fee payers forfeit valuable rights and benefits of WSNA membership. Agency fee payers give up their rights to have input into the affairs of WSNA, the organization that represents them in dealings with their employer concerning wages, hours of work, health and retirement benefits, disciplinary matters, and other terms and conditions of employment.

Any WSNA member may resign at any time from WSNA (and thereby forfeit his or her WSNA membership rights) by submitting a written notice of resignation from WSNA membership, which becomes effective upon receipt by WSNA. It is recommended that any resignation from WSNA membership be sent by certified mail, but certified mail is not required regardless of the terms of any applicable collective bargaining agreement. A member covered by a valid union security agreement who resigns from WSNA shall be re-classified as an agency fee payer. Agency fee payers should submit to WSNA an Agency Fee Payer Application Form, which is available upon

request from WSNA. Agency fee payers are required to pay fees equal to their share of WSNA costs germane to collective bargaining, contract administration and grievance adjustment. During our most recent accounting year, 5.53% of WSNA's total expenditures were spent on activities unrelated to collective bargaining representation. This percentage is deducted during the calculation of agency fees. In addition, the following amounts (as applicable) are also deducted from agency fees: the non-chargeable portion of dues paid to the American Federation of Teachers, dues paid to the American Nurses Association, and dues paid to WSNA's constituent associations. The exact amount of the applicable reduction in monthly agency fees compared to full WSNA dues is shown in the table at the bottom of this page.

Any non-member who is financially obligated to WSNA under a valid union security agreement may inspect the audit report of WSNA expenditures at a reasonable time and place upon written request to WSNA. Any non-member who disagrees with the amount of the agency fee may file a written challenge with WSNA, which should state the basis for the challenge. For members who resign their membership during the calendar year, challenges must be made within 30 days of the postmark of the notice regarding their change in status from members to agency fee payers. For non-members, challenges must be made during the 30 day period after the postmark of WSNA's written notice of the new calculation for agency fees that take effect on January 1 of each year. Such challenges shall be decided by an impartial arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of

Union Fees. Any challenges must be submitted to WSNA, ATTN: Agency Fee Challenges, 575 Andover Park West, Suite 101, Seattle, WA 98188. It is recommended that any challenges submitted be sent by certified mail, but certified mail is not required.

The table below shows the difference between the monthly amounts of full WSNA membership dues and agency fees for each category and district or region, (defined on page 81).

Difference between monthly full membership dues and agency fees by category and district/region

		Category A	Category B	Categories C and D
Region / District	IENA	\$21.60	\$17.10	\$12.56
	KCNA	\$24.38	\$19.18	\$13.94
	Northwest	\$20.36	\$16.16	\$11.94
	RONA	\$22.86	\$18.04	\$13.18
	Districts 5 and 15	\$19.52	\$15.54	\$11.52
	Districts 6 and 18	\$19.94	\$15.84	\$11.72
	District 7	\$20.38	\$15.88	\$11.74
	District 10	\$19.74	\$15.68	\$11.62
	District 11	\$20.78	\$16.48	\$12.14
	District 98	\$19.10	\$15.22	\$11.32

Effective Jan. 1, 2021 – Dec. 31, 2021 and subject to change with proper notice.

Please note the table above does not show full agency fees. For the full amount due, please consult the agency fee application.

Difference between monthly full membership dues and agency fees by category and district/region

Category X	Category Y	Category Z
\$5.94	\$5.32	\$4.72

Please note the table above does not show full agency fees. For the full amount due, please consult the agency fee application.

ANA Membership Assembly approves change to ANA Dues Policy

Representatives in the 2020 ANA Membership Assembly voted to approve an amendment to the ANA Dues Policy that changed the method of calculating the automatic ANA Dues Escalator to a flat 1% per year (rounded to the nearest dollar) that will be implemented every five years. Previously, the annual ANA dues escalator amount was based on the Consumer Price Index for Urban Consumer (CPI-U), but not to go below 0% or to exceed 2% per annum, calculated on an annual basis and implemented every three years. Representatives also voted not to implement the dues escalator amounts for the years 2014 through 2019, which had temporarily been suspended during the ANA Membership Value Pricing Project. The first 5-year dues escalator cycle will cover years 2020 through 2024. This means that there will be no increase in the ANA portion of the WSNA dues until Jan. 1, 2025, at the earliest.

According to the revised policy, prior to the execution of each planned dues escalation, there will be a review by an ANA Dues Escalation Review Committee, which will make a recommendation to the ANA Board of Directors to implement or vacate the planned increase for that 5-year cycle. In the event the ANA Board of Directors recommends that the dues escalation not be implemented, the recommendation will be submitted to the next Membership Assembly for consideration. If the Membership Assembly votes to vacate the planned increase, no increase will occur. In the event the ANA Board recommends implementing the planned dues increase, no Membership Assembly vote will be required and the increase will be implemented.

The revised ANA Dues Policy will allow both the State Nurses Associations and the ANA to better plan for these increases every five years and for ANA to align the known increases in revenue from member dues with planning and budgeting ANA expenses. Again, this increase only applies to the ANA portion of the dues. The WSNA total dues include ANA dues and the WSNA portion of the dues, which is adjusted annually. For WSNA members represented by WSNA for collective bargaining, WSNA total dues also include the AFT portion of the dues.

As a reminder, all WSNA members are ANA Premier Members and are entitled to a special set of member benefits about which you have already received information. You can find a listing of these benefits and log on to activate them online at <https://www.nursingworld.org/membership/member-benefits/premier-members/>.

Celebrate Florence Nightingale's 200th Birthday and support nursing students

The Washington State Nurses Foundation commissioned this custom Glassy Baby votive to celebrate the Lady with the Lamp. All proceeds support student scholarships. It is a lovely salute to nursing's past and future. Buy one for yourself, buy one for a gift.



glassybaby

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Address _____
City _____
State _____ Zip _____
Phone _____

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☐ Same as billing address

Name _____
Address _____
City _____
State _____ Zip _____

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LINE 1 **NUMBER OF UNITS** (____ × \$82) _____
LINE 2 **SHIPPING** (\$8 per unit) _____
LINE 3 **SUBTOTAL** (line 1 + line 2) _____
LINE 4 **TAX** (subtotal × 10%) _____
LINE 5 **TOTAL** (line 3 + line 4) _____

CREDIT CARD PAYMENT

Cardholder Name _____
Cardholder Signature _____

Card Number _____
Card Expiration _____

Place your order by mail, phone or fax.

Pay by credit card, or, if ordering by mail, you may also pay with a check written to "WSNA."

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'First Responder' kit

~~MSRP \$74.95~~
Member price \$55

Sling bag

(16) Datrex **emergency drinking water pouches**

Datrex packet of 18 **food bars**

84" x 52" **thermal blanket**

(2) Air-activated 12-hour **body / hand warmers**

AM/FM radio

Hygiene pack:

(1) tissue packet, (3) moist towlettes,
(1) biohazard waste bag, (1) n-95
dust mask, (2) sanitary napkins and
(1) zip baggie

(3) **Trash bags**

(2) **12-hour light sticks**

(2) **Zip baggies**

Flashlight with two D cell batteries

Hooded **poncho**

Deck of **playing cards**

(1) Pair **leather palm gloves**

First aid pack:

(3) 2" x 2" gauze pads, (1) 5" x 9"
abdominal pad, (10) plastic strip
bandages, (1) roll Kendall tape, (3)
antiseptic towlettes, (2) antibiotic
ointments, (1) pair vinyl gloves and
(3) alcohol wipes

Whistle

BILLING ADDRESS

Name

Address

City

State

Zip

Phone

SHIPPING ADDRESS

☐ Same as billing address

Name

Address

City

State

Zip

YOUR ORDER

LINE 1 **NUMBER OF KITS** (_____ x \$55) _____

LINE 2 **SHIPPING** (\$12.50 per kit) _____

LINE 3 **SUBTOTAL** (line 1 + line 2) _____

LINE 4 **TAX** (subtotal x 10%) _____

LINE 5 **TOTAL** (line 3 + line 4) _____

CREDIT CARD PAYMENT

Cardholder Name

Cardholder Signature

Card Number

Card Expiration

*Place your order by mail, phone or fax.
Pay by credit card, or, if ordering by mail, you
may also pay with a check written to "WSNA."*

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ASSOCIATION

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SEATTLE, WA 98188

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